

THE COMMONWEALTH OF MASSACHUSETTS'

JOBS CREATION COMMISSION

FINAL REPORT

January 2011 -
September 2012

APPENDIX—VOLUME 1

JOBS CREATION COMMISSION REPORT

SECTION SEVEN: APPENDIX

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APPENDIX A

Chapter 7

THE COMMONWEALTH OF MASSACHUSETTS

In the Year Two Thousand and Eight

RESOLVE PROVIDING FOR AN INVESTIGATION AND STUDY BY A SPECIAL COMMISSION RELATIVE TO ECONOMIC OPPORTUNITIES IN THE COMMONWEALTH.

RESOLVED, That a special commission to consist of: 2 members of the senate, 1 of whom shall be appointed by the senate president and who shall serve as co-chairperson, and 1 of whom shall be appointed by the senate minority leader; 2 members of the house of representatives, 1 of whom shall be appointed by the speaker of the house of representatives and who shall serve as co-chairperson, and 1 of whom shall be appointed by the house minority leader; the secretary of labor and workforce development or his designee; the secretary of energy and environmental affairs or his designee; the secretary of transportation and public works or his designee; the secretary of elder affairs or his designee; the secretary of veterans' services or his designee; the secretary of public safety and security or his designee; the secretary of health and human services or his designee; the secretary of housing and economic development or his designee; the secretary of education or his designee; and 4 persons to be appointed by the governor, 1 of whom shall be a representative of a labor organization from a list of 3 nominees provided by the Massachusetts AFL-CIO who shall be experienced in small business, the health care industry, education or workforce development; 1 of whom shall be a representative of business from a list of 3 nominees provided by the Associated Industries of Massachusetts who shall be experienced in renewable energy, small business, the health care industry, veterans affairs, immigration, workforce development or the self-employed; 1 of whom shall be a representative of the unemployed from 3 nominees provided by Boston Connects, Inc.; and 1 of whom shall be an expert in labor economics from a state college or university, is hereby established for the purpose of making an investigation and study relative to the economy in order to create and maintain quality jobs in the commonwealth.

Said commission shall report to the general court the results of its investigation and study and its recommendations, if any, by filing the same with the clerk of the senate and the clerk of the house of representatives on or before the last Wednesday of June 2009.

House of Representatives, December 30, 2008.

Passed,

Linda Darcena Garry

, Speaker.

In Senate, December 31, 2008.

Passed,

Art Stubb

, President.

7 January, 2009.

Approved

[Signature]

Governor.

ENABLING STATUTE AND AMENDMENTS

Chapter 7 of the Resolves of 2008 was amended by Section 127 of Chapter 359 of the Acts of 2010:

“SECTION 127. The special commission established by chapter 7 of the resolves of 2008 is hereby revived and continued. The commission shall report to the general court the results of its investigation and study and its recommendations, if any, by filing the same with the clerks of the senate and house of representatives on or before June 27, 2012.”

APPENDIX B

Jobs Creation Commission

Existing Government Policies & Initiatives Related to Job Creation

The following are issues which are understood to effect job creation in Massachusetts but are either currently being addressed by other legislative or administrative groups or impacted by recent legislative changes that are still in the early stages of implementation. Although these activities and new laws may have a large impact on future job creation in Massachusetts, the Commission could not consider them specifically in its final report. The Commission did not focus on these matters due to time constraints, limited resources, or concerns about duplication of effort.

Economic Development Initiatives

Economic Development Reorganization Law of 2010

In 2010, the legislature passed the Economic Development Reform bill (Chapter 240, Acts of 2010) that promotes a business-friendly environment by overhauling and streamlining the state's economic development agencies to increase transparency and to reduce waste. Some provisions are in the early stages of implementation and will have strong impacts on job creation efforts in the future. Among these provisions are:

- *Access to capital and government assistance*
This reform law requires the Massachusetts Office of Business Development (MOBD) to contract with regional economic development organizations (REDOs) to create a “one stop” resource for businesses seeking to expand or locate in the state. As a regional public-private partnership, each REDO will provide technical assistance and assistance in navigating services and accessing capital. After providing contracts to eligible organizations last year, additional funding in the FY13 budget ensures that MOBD will continue to grow the program.

The law also created the Massachusetts Growth Capital Corporation to provide access to working capital for small businesses having difficulty in the private banking system and to provide financial and managerial consulting to those businesses.
- Additionally the Pension Reserves Investment Management Board was authorized to invest in banks and financial institutions that lend to Massachusetts small businesses.
- *Review of regulations affecting small business*
This law establishes a requirement that all new and existing regulations be reviewed to determine their economic impact on small businesses and decide whether they should continue, be eliminated, or be amended. As of July 2012, the administration has begun reviewing regulations and has already identified a significant number of regulations for elimination or modification.
- *Economic development planning and oversight*
Each new Governor is now required to convene an Economic Development Planning Council to create a statewide economic development strategy. In order to increase

coordination and transparency, the Secretary of Housing and Economic Development was given greater oversight over all economic development activities. Similarly, all economic development agencies and quasi-publics are required to produce annual reports and audited financial statements to improve transparency and accountability.

- *Consolidation of economic development functions*

The law also significantly streamlined state government by eliminating or consolidating redundant agencies and functions to reduce bureaucracy and increase efficiency. For example, existing marketing and trade entities were joined in the new Massachusetts Marketing Partnership; HEFA and MassDevelopment merged; CDFC and Emergency Stabilization Trust were merged to create the Massachusetts Growth Capital Corporation.

Economic Development Bill of 2012

In July 2012, the Massachusetts legislature expanded its economic development efforts with additional legislation (Chapter 238, Acts of 2012) to continue its focus on revitalization of the Massachusetts' economy. The timing of the bill's passage allowed many important recommendations of the Jobs Creation Commission to be included in the final legislation:

- Creation of a searchable website, administered by the Massachusetts Office of Business Development, to provide small businesses with information on public and private resources, including information on the regional economic development organizations, workers' compensation laws, unemployment insurance laws, and the health insurance obligations and options for employers.
- Appointment of a regulatory ombudsman to facilitate communication between individual businesses and state agencies and provide periodic training to regulatory personnel in state agencies on how to identify the small business impacts of regulation, how to reduce those impacts and how to expedite and streamline the process or compliance.
- Establishes the Scientific and Technology Research and Development Matching Grant Fund, a new \$25 million fund designed to promote research and development in Massachusetts.
- Recapitalizes the Workforce Competitiveness Trust Fund by \$5 million.
- Adopts a talent pipeline fund that provides paid internships to technology startups and innovation companies.
- Doubles the amount that the Pension Reserves Investment Management Board is authorized to invest in banks and financial institutions that lend to Massachusetts small businesses.
- Addresses the needs of the manufacturing sector by providing technical assistance and grant money for layoff aversion to manufacturing companies to prevent business closure and employee displacement.
- Allows qualifying Community Development Corporations to receive tax deductible investments from local businesses and individuals to implement a community development plan with the goal of generating sustainable economic development and employment opportunities for low to moderate-income households.

- Creates a tax benefit for new companies by excluding them from the corporate minimum excise tax for three years.
- Requires the Small Business Loans Review Board to direct denied loan applicants to alternative sources of funding, including any other small business financing programs or other relevant programs offered by the Commonwealth.

Tax Expenditure Commission

The fiscal year 2012 Budget established the Tax Expenditure Commission, which included elected officials and economic experts. The Commission was charged with making recommendations as to the “administrative efficiency and cost benefit” of existing state tax exemptions and deductions. In drafting its final report, the Commission considered the public policy objective for each expenditure, how best to measure the success of that objective, and the need for additional reporting, sunset, or clawback provisions.

On April 23, 2012, the Tax Expenditure Commission unanimously approved its final report to the Legislature regarding the review and management of tax expenditures.¹ The final report includes recommendations on existing tax expenditures and requirements for approving new tax expenditures. Among the Commission’s recommendations include:

- Grant-like tax expenditures that are awarded at the state’s discretion should periodically expire or “sunset” every 5 years unless affirmatively renewed by law and should include clear written conditions and clawback provisions where appropriate;
- The Administration and Finance Office and the Department of Revenue (through its Office of Commonwealth Performance, Accountability and Transparency) should identify metrics for accessing the expenditures’ effectiveness at achieving their public policy goals;
- Other business tax expenditures for specific industries or having clearly defined public policy objectives should receive enhanced periodic review every 5 years, but without sunseting;
- All other tax expenditures should be reviewed every 10 years; and
- Any new tax expenditures should be evaluated using a new, more thorough process.

Health Care Cost Control Efforts

Since the original health care reform bill in 2006, several additional laws were passed to continue to reform health care administration and reduce health care costs.

Health Care Reform II

A second piece of health care reform legislation was adopted in 2008 (Chapter 305, Acts of 2008) and includes strategies for controlling health care costs and improving access to care. This

¹ The final report can be found on the Department of Revenue website: <http://www.mass.gov/dor/tax-professionals/news-and-reports/tax-expenditure-commission-materials/>

law includes several changes to uniform coding and billing, which will become effective this year and will result in significant health care cost savings:

- The adoption by all hospitals and community health centers of a uniform computerized physician order entry (CPOE) system, which from October 1, 2012 forward will be required as a condition for licensure;
- The adoption of a uniform system of coding and billing by all insurance companies; this provision was strengthened in 2012 by language included in Ch. 224 of the Acts of 2012 permitting the Commissioner of Insurance to fine providers refusing to comply with these standards up to \$5,000 per day of noncompliance.

Small Business Health Care

This 2010 law (Chapter 288, Acts of 2010) focused on increasing the affordability and efficiency of health care for small businesses. Among other provisions, this bill authorized the establishment of group purchasing cooperatives, also referred to as association health plans (AHPs). AHPs allow small businesses to arrange health benefits through associations to make it more affordable and efficient. The initial group purchasing cooperatives began in 2012.

Municipal Health Insurance Reform

In July 2011, the Commonwealth enacted legislation (Chapter 69, Acts of 2011) that provides additional options for municipalities to achieve health insurance savings, including increased flexibility to plan design and by making it easier for them to join the Group Insurance Commission.

Health Care Cost Reduction Legislation

In July 2012, the legislature passed comprehensive health care cost reduction legislation (Chapter 224, Acts of 2012) that addresses many issues related to job creation. Among the provisions in the final bill include:

- Establishes a statewide health care cost growth goal for the health care industry pegged at an amount no greater than the growth in the state's overall economy.
- Establishes the Health Policy Commission, which is authorized to oversee policy development, ensure compliance with the cost growth goal, and certify new payment methods and delivery models.
- Reduces waste, fraud and abuse in state-funded health care programs through new health care payment methodologies.
- Requires Accountable Care Organizations ("ACOs") – health care provider systems dedicated to cost growth reduction, quality improvement, and patient protection – to receive contracting preference in state health programs.
- Requires all health care provider systems to register with the state and report regularly on financial performance, market share, cost trends, and quality measures.
- Establishes a new "Cost and Market Impact Review" to examine the impact of health care industry changes on cost, quality, and market competitiveness.

- Establishes a wellness tax credit for businesses that implement recognized workplace wellness programs.
- Requires health insurance companies to provide a premium adjustment for small businesses that adopt approved workplace wellness programs.
- Establishes a Health Care Workforce Transformation Trust Fund (\$20 million in FY 2013) to invest in the training, education, and skill development programs necessary to help workers succeed in the health care system of the future.
- Creates a consumer health information website to improve consumer transparency of health care costs.
- Requires insurance carriers to disclose out-of-pocket costs for a proposed health care service and protects patients from paying more.
- Requires the Division of Insurance to rigorously review premium filings to ensure that small businesses and individuals receive the most efficient products possible.

Community Colleges

The fiscal year 2013 budget created or continued many community college initiatives and policies directed at aligning workforce training and job creation, including:

- \$2,250,000 for the Rapid Response incentive program, a competitive grant process that allows community colleges to establish workforce training programs that begin within 3 months of an employer request, accelerated degree programs or programs scheduled for working adults.
- \$3,250,000 for a scholarship program to provide financial assistance to Massachusetts' students enrolled at the University of Massachusetts, state universities and community colleges designated by the board of higher education to be a training program for an in-demand profession as defined by the Executive Office of Labor and Workforce Development's study on labor market conditions.
- Requires that each community college board of trustees designate a member to serve as a liaison between themselves and the district trustees for the vocational-technical schools for the purposes of sharing information and developing policies that promote greater interaction between the community college and the vocational-technical schools while maximizing the educational resources available to individuals seeking to learn a trade or develop targeted employment skills.
- Requires each community college to conduct an analysis of the collaboration between the community college and vocational technical schools, and the training and job development programs implemented by each school, and report its findings to the Commissioner of Higher Education.
- Creates an Educational Office of Coordination that will compile information concerning current and requested workforce training programs at public higher education institutions, set up a website to present this information to the public and act as an interface between these institutions and employers in order to fill gaps and prevent redundancies in current workforce training programs. The office will also prepare an annual report for publication

on progress to improve the effectiveness of the Commonwealth's workforce development efforts offered through public higher education institutions.

- Establishes the Community College Workforce Grant Advisory Committee that will establish criteria for the award of grants, including the efficacy of existing workforce development programs and partnerships. The Committee will then provide grant award recommendations to the Board of Higher Education, which will develop formulas for matching grants to be made by business and industry partners of applicants.
- Adds alignment of degree and certificate programs with existing and emerging business and industry sectors to the criteria for measuring the performance of community colleges.

Energy Cost Control Efforts

The legislature passed an energy bill (Chapter 209, Acts of 2012) that tackles the high cost of electricity by increasing Massachusetts' energy independence, continuing to invest in clean and renewable energy, and providing additional protections for ratepayers. Specifically, it:

- Eliminates a restriction on the Department of Public Utilities that had prevented it from suspending the effective date of any rate, price, or charge by a gas or electric company for longer than six months;
- Requires any rate increases to be spread over a two year period;
- Requires each energy distribution company, on two occasions between 2009 and 2012, to solicit proposals for clean energy generation that are cost effective and, whenever possible, facilitate economic development;
- Increases the net-metering cap, allowing for greater generation of clean energy by private individuals, the cost of which is offset;
- Requires electric companies to file rate schedules with the Department of Public Utilities more frequently (every five years).

Additionally, consistent with the findings of the 2011 study on energy costs by the Executive Office of Housing and Economic Development and the Executive Office of Energy and Environmental Affairs that increased hydroelectric power tends to decrease energy costs, the bill:

- Adds large hydroelectric plants to the list of facilities that qualify for net metering purposes;
- Allows electric companies to purchase electricity from larger hydroelectric facilities to comply with renewable energy portfolio requirements;
- Permits the Attorney General's Office of Ratepayer Advocacy to intervene on behalf of customers of large hydroelectric power distributors in any matter involving rates, fees, or tariffs filed with the Department of Public Utilities.

CORI Reform

A Criminal Offender Record Information (CORI) reform law (Chapter 256, Acts of 2010) has many provisions which will help ex-offenders re-enter the workforce. November 2010, the legislation prohibits the “box” on written job applications under which employers could ask applicants about their criminal history. Effective in 2012, several provisions reduce the time that offenders must wait before they can seal their criminal records, change the way records are sealed and how non-convictions are listed, and modify the rules regarding dissemination of record information.

Reorganization of Labor and Workforce Development

In 2011, the legislature consolidated duplicative positions in the Executive Office of Labor and Workforce Development to centralize leadership under the Secretary. This legislation eliminated the separate positions of labor director and workforce development director and instead restructured the Secretariat into the five departments.

Infrastructure Investments

In fiscal year 2012, Chapter 90 funds provided \$200 million to cities and towns to rebuild and repair roads and bridges throughout the Commonwealth. Combined with funds from the Statewide Accelerated Bridge Program and federal American Recovery and Reinvestment Act funds, the Commonwealth has allocated over \$931 million for construction projects since May 2011.

In July 2012, the legislature passed a transportation bond bill that authorizes the state to borrow \$683 million for existing projects, ensuring that state dollars will be available to leverage federal funding for a total investment of \$1.39 billion. These funds have been allocated for investments in federal and state highway maintenance, rail and transit updates, and local infrastructure maintenance and construction projects such as roads, railway stations, and bridges.

Expanded Gambling

In November 2011, the legislature passed a bill to allow for expanded gambling in Massachusetts (Chapter 194, Acts 2011). The law permitted the licensing of up to three resort-style casinos in different regions and one slots parlor. State revenue from gambling activity will be used to fund state services related to public safety, education, transportation and other infrastructure investment. Funds will also be allocated to economic development activity and workforce training. If all casinos are licensed, the new industry is likely to produce thousand of permanent and construction jobs. Because casino locations must be limited to one in each of three geographic regions, residents from throughout the state will be able to access these new employment opportunities.

Additionally, the legislation recognizes federal tribal rights and authorizes the Governor to contract with a Native American tribe in the southeast region of the state before soliciting other casino license applications. There are currently two federally recognized tribes in Massachusetts: the Mashpee Wampanoag and the Aquinnah. In July, 2012, Governor Deval Patrick signed a legislatively-approved compact with the Mashpee Wampanoag tribe that enables it to operate a casino in Taunton once it secures land in trust from the federal government.

Access to Capital

Since 2010 new government programs have been initiated to assist businesses which have difficulty in accessing needed working capital. These include the creation of the Growth Capital Corporation and the expanded authority of MassDevelopment to provide working capital loans through the Emerging Technology Fund and authorization for the Pension Reserves Investment Management Board to invest in banks and financial institutions that lend to small businesses.

Many government programs bridge the capital gap affecting start-up companies. MassVentures (formerly the Massachusetts Technology Development Corporation) continues to provide pre-revenue technology start-up companies with the capital necessary to grow their businesses. Its venture capital fund (called the Traditional Fund) uses gains realized from past investments as the primary source of funds for its operations and for investments. The legislature authorized a \$5 million expenditure to MassVentures as part of the 2010 Economic Stimulus Bill and in 2012 MassDevelopment invested \$5 million in the corporation through their Emerging Technology Fund. MassVentures backed companies currently employ over 2,500 people in the Commonwealth.

The Massachusetts Life Sciences Center was created by the legislature in 2006 for the purpose of investing in economic development and research related to life sciences. The center runs programs that address issues concerning businesses, academic and non-profit organizations, and workforce development. It also runs a life sciences internship program. In 2008, Governor Patrick announced his administration's Massachusetts Life Science Initiative, including plans for funding (\$10 billion over 10 years), planning, research, development, and commercialization. From June 2008 to March 2012, the Center invested \$264 million in public funds which attracted \$803 million in matching investments. It has the projected potential to create 8,500 jobs.²

² This figure incorporates projections by the Donahue Institute at the University of Massachusetts.

APPENDIX C

Jobs Creation Commission
Massachusetts State House, Room 109
January 26, 2011
10:00 a.m. – 12:00 p.m

Commissioners in Attendance:

- Karen E. Spilka, State Senator, Co-Chair
- John Scibak, State Representative, Co-Chair
- Anne Hartstein, Secretary of Elder Affairs
- Jeffrey B. Mullan, Secretary of Transportation
- Joanne Goldstein, Secretary of Labor and Workforce Development
- Aaron Tanaka, Executive Director, Boston Workers Alliance
- Charles Carr, Commissioner, Mass. Rehabilitation Commission (designee of the Secretary of Health and Human Services)
- Dr. Alan Clayton-Matthews, School of Public Policy and Urban Affairs, Department of Economics, Northeastern University
- Tim Sullivan, Legislative and Communications Director, AFL-CIO
- Catherine Bailey, Assistant General Counsel of EOPS (designee of the Secretary of Public Safety)
- Colman Nee, Secretary of Veteran Services
- Mary Anne Jefferson, Chief of Staff to Senator Richard Ross.
- April Anderson-Lamoureux State Permit Ombudsman, (Designee of the Secretary of Housing And Economic Development)
- Eileen McAnneny, Senior Vice President, Associated Industries of Massachusetts
- Steven Grossman, Treasurer

Meeting Summary

Introduction by Co – Chairs Senator Karen Spilka and Representative John Scibak

- Discussion about broad nature of commission's charge: "... established for the purpose of making an investigation and study relative to the economy in order to create and maintain quality jobs in the commonwealth." (Chapter 7 of the acts of 2008)
- Presentation on recent job creation initiatives by the legislature and the administration particularly the "listening tour" conducted by the Joint Committee on Economic Development and Emerging Technologies and economic development reform legislation, Chapter 240 of the Acts of 2010.
- The Co-chairs welcomed Treasurer Steven Grossman and invited him to participate in the ongoing work of the Commission.

Commissioners discussed a range of issues they thought significant for the Commission to explore and tasks which should be undertaken including the following:

Investment and Research

- An exploration of how to encourage targeted private capital investment

- Increased difficulty in access to capital for minority owned businesses
- The impact of public infrastructure investment
- Data collection and analysis

Government Programs

- Inventory and publication of existing tools and programs to encourage job retention and creation and worker training
- Using the impetus of a “green economy” to increase jobs
- Increase partnerships between government and private sector
- Business tax incentive analysis
- Consider ongoing evaluation of economic development programs
- Include the Joint Committee on Labor and Workforce Development in the work of the Commission

Workforce Training & Other Assistance

- Retrain unemployed workers to transition skills into those sought after in emerging industries
- Particular issues related to increasing the employment of the disabled
- The disproportionate effect of the recession on minority, disabled and blue color workers
- Skill-matching – ensure that worker training programs match employer needs
- Returning veterans job search assistance
- Assistance to spouses of the deployed military
- Understanding what the small business owner needs: educated workforce, and access to capital

Commissioners discussed how to plan the work of the committee and make the best use of the expertise and resources of the members. It is important for this Commission to agree on a mission and set measurable, time sensitive goals related to specific topics prioritized by the group. It is expected that once the mission and goals are finalized an intuitive subcommittee structure will be formed and individual Commissioners will lead those efforts.

The ongoing work of the Commission should include collecting information about existing tools for employers and workers, identification of the many assets of the Massachusetts economy as well as roadblocks to economic activity.

There was acknowledgement that many other groups are currently working on solving the problems of insufficient job creation and this commission should try to make use of and not duplicate those efforts. The Commission should reach out to those individuals and groups that are important to job creation but not presently involved with the Commission and seek their assistance.

Preparation for Next Meeting

The Co-chairs proposed meeting approximately once a month at various locations throughout the state. They asked the Commissioner to provide their ideas on the following topics prior to the next meeting:

- Mission statement
- Goals
- Priority topics to be investigated
- Ideas for subcommittees
- Existing programs which should be publicized
- Persons or organizations not represented on the commission that should be consulted

Documents Distributed:

- Power point presentation on Chapter 240 of the Acts of 2010
- Graphs regarding unemployment rates in Massachusetts
- Chapter 7 of the Acts of 2008 – Resolve creating the commission



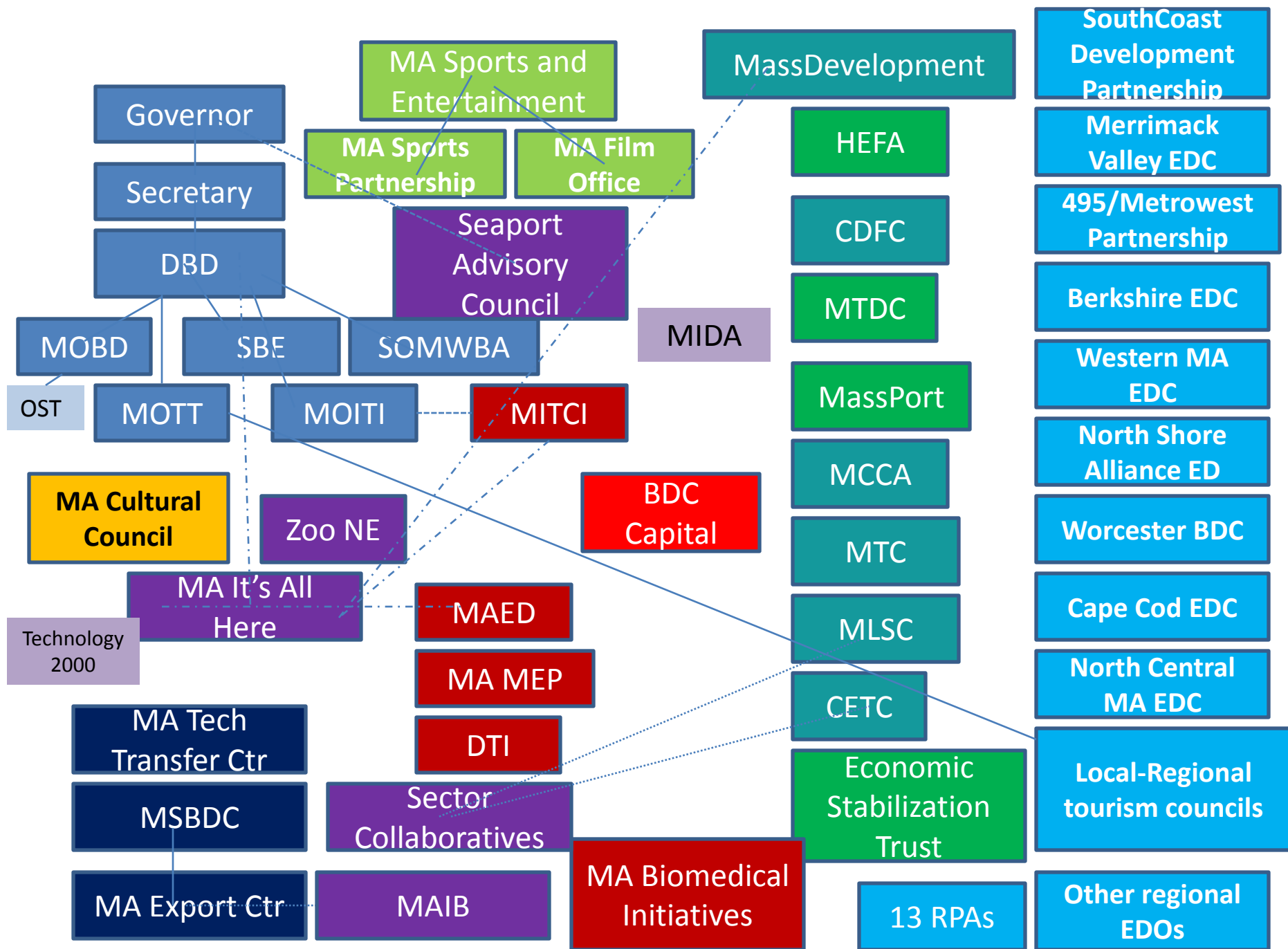
Ch 240 of the Acts of 2010:
An Act Relative to
Economic Development
Reorganization

**Joint Committee on
Economic Development & Emerging
Technologies**



Streamlining Government Agencies
One Stop Shop for Business Assistance
Increased Accountability and Oversight
Increased Access to Capital
Regulatory Review
Tax Provisions
Permit Extension

Senator Karen E. Spilka, Senate Chair, Joint Committee on Economic Development & Emerging Technologies





Streamlining

Consolidate all economic development functions in MOBD - report directly to the Secretary

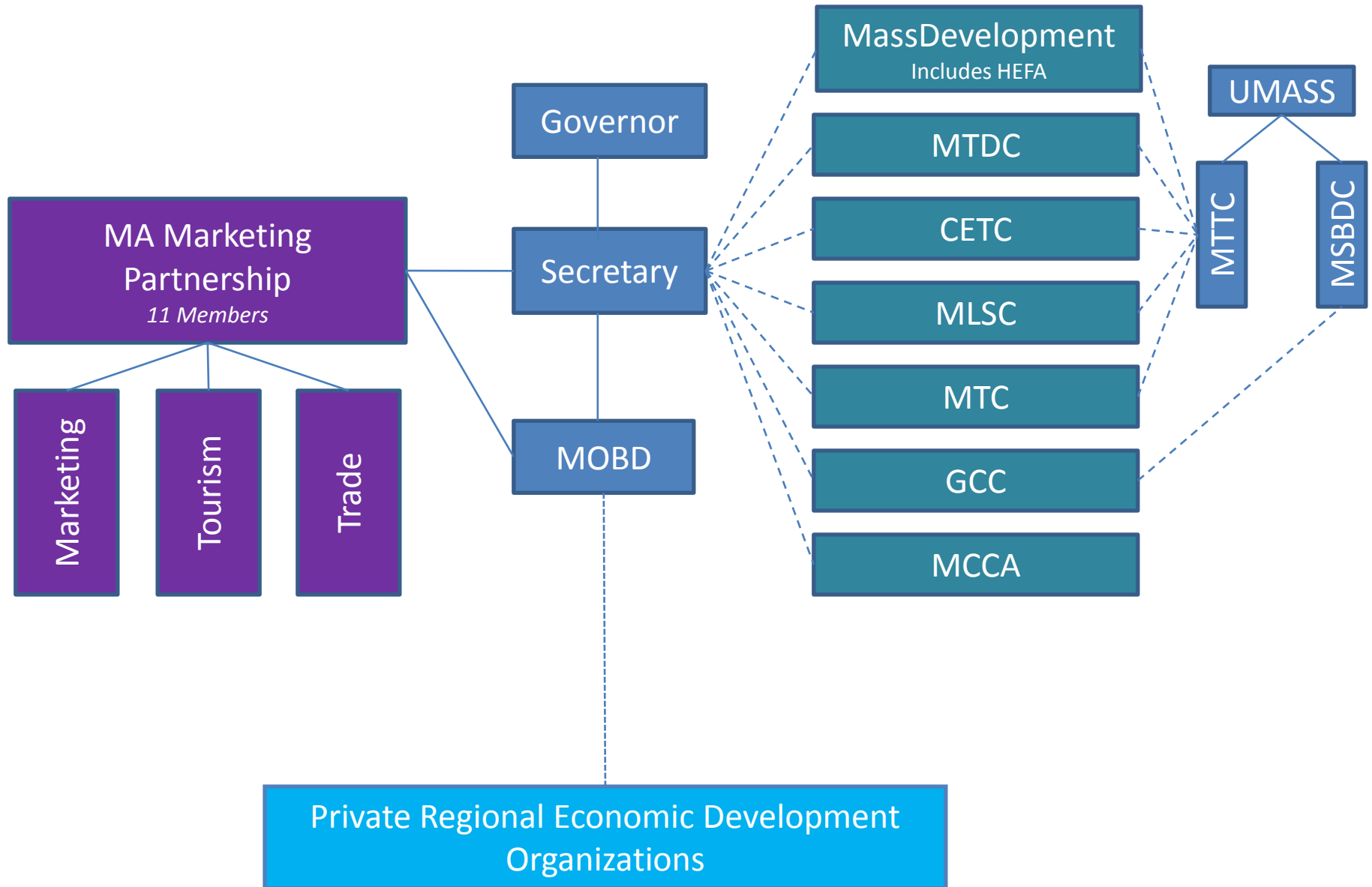
Combine MassDevelopment and the Health and Educational Facilities Authority (HEFA)

Massachusetts Marketing Partnership: Creates central marketing organization focused on tourism, travel and trade – new Metro West Tourism and Visitor's Bureau

Elimination of out-of-date agencies

Senator Karen E. Spilka, Senate Chair, Joint Committee on Economic Development & Emerging Technologies

Basics of New Streamlined Structure





Increased Accountability & Oversight

New Governor convenes Economic Development planning council to create *written comprehensive policy* in 1st year – statewide hearings

Secretary of Economic Development chair of most quasi- public boards

Performance management reviews

Annual reports and audited financial statements



One-Stop Shop for Business Assistance

MA Office of Business Development (MOBD) contracts with regionally-based economic development organizations (REDOs)

REDOs would act as 'business case manager' for navigating state's bureaucracy



Increasing Access to Capital

Growth Capital Corp:

Includes Community Development Finance Corporation and Economic Stabilization Trust

\$20 million in new capital

Only targets small businesses that don't qualify for traditional lending

Loan guarantees for businesses so they can stay with private lenders

Senator Karen E. Spilka, Senate Chair, Joint Committee on Economic Development & Emerging Technologies



Increasing Access to Capital, Cont'd

Growth Capital Corp, Cont'd

All small businesses receiving financial assistance from the state would be required to receive finance and management consulting

Directory of technical assistance resources

Coordinate with SBA



Increasing Access to Capital, Cont'd

Pension Fund

Up to \$50M of pension fund to support lending to fast-growing small businesses

Keeps Massachusetts money invested in Massachusetts companies

Senator Karen E. Spilka, Senate Chair, Joint Committee on Economic Development & Emerging Technologies



Increasing Access to Capital, Cont'd

Emerging Technology Fund

More flexible so it can be used to provide working capital loans

MA Technology Development Corporation

\$5 million new funds for equity investments in start-ups

Senator Karen E. Spilka, Senate Chair, Joint Committee on Economic Development & Emerging Technologies



Additional Help for Small Businesses

Economic Impact Statements:

Agencies must detail the cost of proposed regulations to small businesses prior to adoption

Requires a rolling review of all existing regulations for impact on small businesses: initial review within 5 yrs, then every 12 yrs.

Low cost access to small claims court: raising limit of filings from \$2K to \$7K

Senator Karen E. Spilka, Senate Chair, Joint Committee on Economic Development & Emerging Technologies



Tax Incentive and Reform Provisions

Sales tax holiday in August 2010

“3 in 3” capital gains rate for investments in MA startups

NOL - net operating loss carry forward increased from 5 to 20 years

Changes corporate combined reporting statute to include “Water’s Edge” provisions



Tax Incentive and Reform Provisions, *cont'd*

Increased flexibility on tax-increment financing and district improvement financing zones

Extends the MFG/ R&D property tax exemption to disregarded LLCs (by local option)

Extends Brownfield tax credits for 2 years



Tax Incentive and Reform Provisions, *cont'd*

Decouple State Low Income Housing credits from Federal credits

Creates Housing Development Incentive Program that encourages market rate housing units

EDIP credits for manufacturing retention increased: \$5 to \$10 million

EDIP recapture rules clarified to avoid penalty upon scheduled completion.

Senator Karen E. Spilka, Senate Chair, Joint Committee on Economic Development & Emerging Technologies



Permit Extension

Extend local, regional and state permits “in effect or existence” during time between 8/15/2008 and 8/15/2010 for two years after the scheduled expiration date

Senator Karen E. Spilka, Senate Chair, Joint Committee on Economic Development & Emerging Technologies



Other Provisions

Growth Districts Initiative

Funded at \$50 million (high performance computing center in Holyoke)

Creates expedited permitting for priority sites in growth districts

Farmer Wineries

New license for sale and consumption at winery or farmer's markets



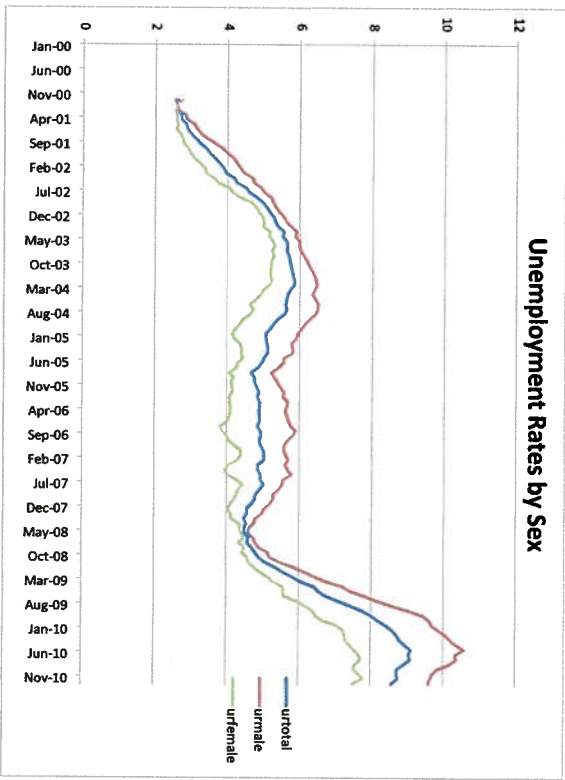
Other Provisions

Study of energy programs and their effect on the cost of doing business

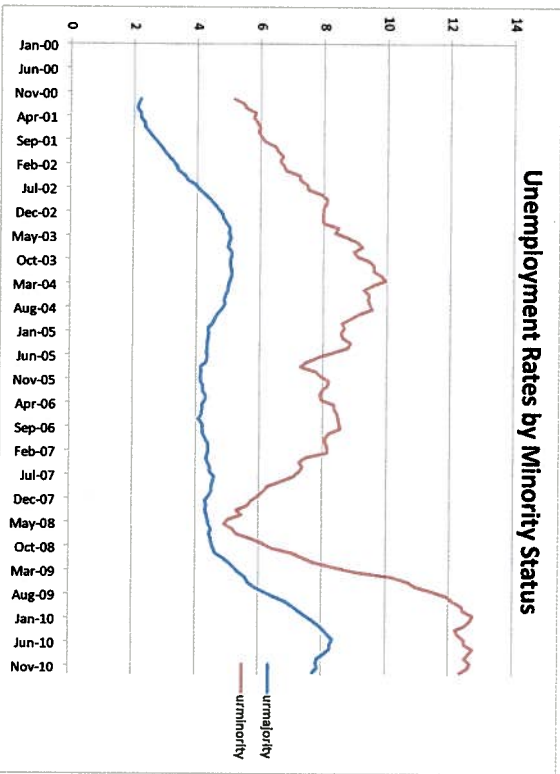
Commission to study the establishment of a state-owned bank

Commission to develop index of creative and innovative education in public schools

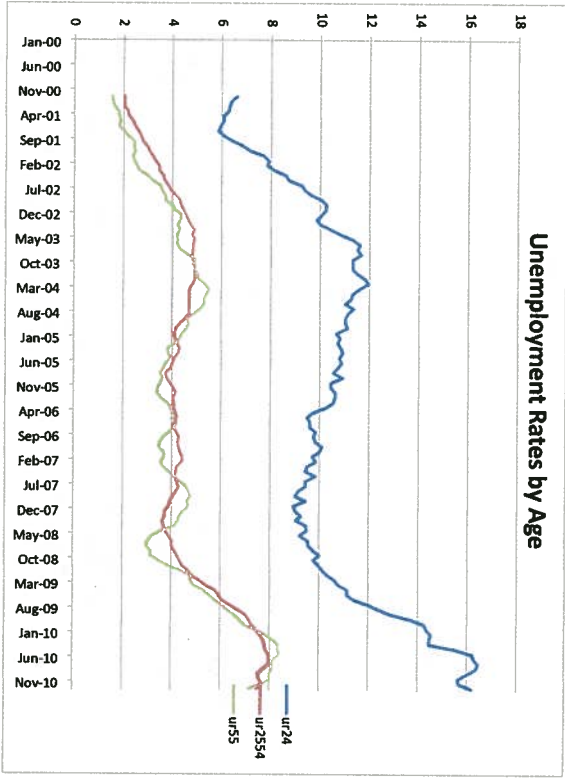
Unemployment Rates by Sex



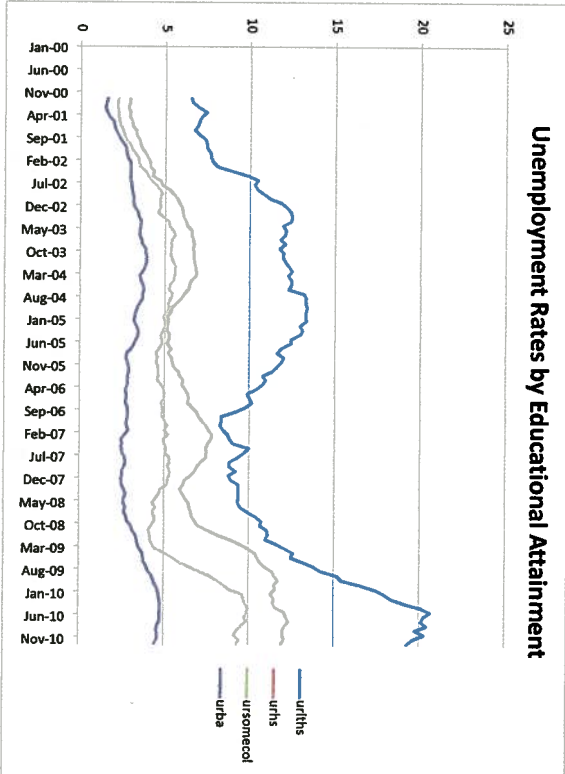
Unemployment Rates by Minority Status



Unemployment Rates by Age



Unemployment Rates by Educational Attainment



Jobs Creation Commission
One Ashburton Place, 21st Floor Conference Room
March 2, 2011
10:00 a.m. – 12:00 p.m.

Commissioners in Attendance:

- Karen Spilka, State Senator, Chair
- Anne Hartstein, Secretary of Elder Affairs
- Mary Kay Browne, Executive Office of Elder Affairs
- Jeffrey B. Mullan, Secretary of Transportation
- Jennifer James, Undersecretary of Workforce Development, for Joanne Goldstein, Secretary of Labor and Workforce Development
- Aaron Tanaka, Executive Director, Boston Workers Alliance
- Charles Carr, Commissioner, Mass. Rehabilitation Commission (designee of the Secretary of Health and Human Services)
- Joseph McLaughlin for Dr. Alan Clayton-Matthews, School of Public Policy and Urban Affairs; Department of Economics Northeastern University
- Tim Sullivan, Legislative and Communications Director, AFL-CIO
- Catherine Bailey, Assistant General Counsel of EOPS (designee of the Secretary of Public Safety)
- Cheryl Lussier Poppe for the Secretary of Veteran Services
- Richard Ross, State Senator
- April Anderson-Lamoureux State Permit Ombudsman, (designee of the Secretary of Housing and Economic Development)
- Eileen McAnneny, Senior Vice President, Associated Industries of Massachusetts
- Marissa Cole, Deputy Chief of Staff, Executive Office of Education for the Secretary of Education

Other Attendees:

- Sarah Blodgett, Mary Anne Padien, Jay Wallace, Office of Senator Karen Spilka
- Maurice Alves, Urban League of Massachusetts
- Clifton A. Braithwaite, TFCC
- Supreme Richardson TFCC
- Jefferson Smith, Department of Transportation
- Anderson Chang Department of Transportation
- Sylvia Beville, Metro South/West Regional Employment Board
- Laurie Taymor-Berry, Survivors, Inc.

Meeting Summary

Announcements by Co-chair Senator Karen Spilka

- Representative John Scibak has resigned as co-chair, we are awaiting new House appointee.
- 1st hearing will be March 30, 2011 at the State House, room A1 10AM – 12PM
 - Presentation by regional employment boards, One-Stop Career Centers.

- Schedule for future hearings and meeting is tentative. Right now scheduled for last Wednesday of each month for a hearing or meeting.

General Discussion Around the Agenda for March 30 Hearing

Sylvia Beville, director of the Metro West/South One-Stop Career Center explained to the Commission the mission of the 16 centers throughout the state:

The mission of the Centers and Regional Employment Boards (REB) is to scan the labor market conditions in a particular region to see which job sectors are emerging, declining and the rate at which they are changing. The different regions in the state each have their own economies and workforces. A presentation on labor market conditions by an economist would be helpful to the Commissioners. The REBs work with private economists and the Executive Office of Labor and Workforce Development (LWD) has internal economists who examine this data and could provide it to the Commission.

Commissioners indicated that a priority for the Commission's work should be these regional sectors and the individual job growth trending within them.

Commissioners commented that current economic development efforts should be the focus for the Commission. It would be helpful to know what types of jobs are being created by each of these efforts. Identification of the 'tools' we use for economic development activities and job creation is needed. We need to know if they function as they are designed to and if not whether, we need legislation to fix them.

LWD is able to bring in an economist to present an overview of the economy post and pre-recession. There remains a need for training, e.g. healthcare, the sector with the most job growth in Massachusetts still has an issue with skill gaps. An important LWD tool – the "Job Quest" system registers job requests from the One-Stop Career Centers (15,000 businesses each year; 28,000 job openings) and compiles data available for analysis.

As a Commonwealth we need to continue to focus on job creation despite the budget/funding issues. There are still 5-7 people applying for every available job. The Commission should consider creative strategies – e.g. allow employers to bring people on without incurring the usual employer hiring costs for 6 weeks.

Discussion on Focus and Ongoing Work of the Commission

Potential topics for commission activity:

- Skills gap.
- Identifying the best practices and tools for job creation. This can be used to help establish a strategy.
- The "demand side" of labor market issues. The planned hearing is on "supply side" of job market issues – workforce and job placement. Some expressed a belief that some large companies in Massachusetts currently have capital reserves but are still not creating jobs. The Commission should work to learn which industries are creating

jobs and which are not, also the locations where jobs are created and where they are not.

- Evaluation of the success of tax incentives programs that were intended to create jobs.

There followed a discussion on the currently forming Economic Development Planning Council. That Council was created in the economic development reform bill enacted in July 2010. That legislation tasked the council with creating an economic development policy and strategy for the entire state. The group will be holding its first meeting soon and will be able to inform the Commission on its work. There was discussion that the Commission should be careful to avoid duplicating those efforts as well as efforts by other groups (such as the Auditor whose office is currently in the midst of an evaluation of all business tax incentive programs).

There was concern that we do not understand what brings companies to Massachusetts and why companies leave. It was reported that EOHED does have an exit interview process and follows up on site selection calls that do not result in a company coming. However, companies often choose not to cooperate.

There was discussion about the different concerns of small businesses. For them the problem is more likely “death by a thousand cuts”. Onerous and duplicative reporting is a common problem. Ch. 240 of 2010, the economic development reform bill, requires review of existing regulations and meaningful small business impact statements for new regulations. But this new statute is just now being implemented. The EOHED Permitting Ombudsman Office wants to be helpful with all regulatory concerns and will be a resource. Commissioners were encouraged to contact that office whenever they learn of a particular regulatory concern.

Presentations by Commission Members on Existing Programs and Discussion of Documents Submitted for Consideration:

Many members forwarded written responses to the questions raised at the 1-26 meeting. Those were provided electronically and copies were distributed at the meeting. Some members presented or elaborated on their responses at the meeting.

Commissioner Charles Carr (MRC): MRC ‘s primary mission is getting people with all types of disabilities to work. MRC supports fast tracking qualified people with disabilities into state jobs. Services include evaluation, job placement, training and a supportive job training track. There are 11,000 to 12,000 people in MRC training programs. 3,000 people are placed in competitive employment annually. They work to align training to industry needs and continue working with LWD to be even more targeted in training programs.

Secretary Ann Hartstein (EOEA): Major growth in workforce in the future will be older people. The only growing population is over aged 65. The commission should focus on the education components of the training system. Community colleges should be prepared to train older workers for jobs and to start small businesses. Healthcare is the largest growing employment sector, which also provides many services to the older population. Employers need education to understand that the future workforce available to them will be older. Businesses will need to support and retain older workers and older

workers will need retraining to fill the jobs available. Creating an inventory of resources is very important.

Catherine Bailey (EOPS): EOPS's focus is on inmates and parolees. Data shows that with job skills and training those once incarcerated are less likely to recidivate. Every inmate is assessed on the level of education needed to place them in jobs. Regional re-entry centers have been successful.

April Anderson –Lamoureux (EOHED): EOHED has begun leading another economic development analysis effort as required by the economic development reform bill. The Economic Development Planning Council will conduct an open process which will include public hearings. The design of the Council supports an open transparent review of the overall strategy and plan to be implemented. EOHED administers business incentive packages, addresses concerns of individual businesses through the Massachusetts Office of Business Development, and by assisting with land use and development issues and provides opportunities for companies of all sizes.

Aaron Tanaka (BWA): Documents the day-to-day experiences of citizens – racial disparities are most prevalent in terms of job opportunities and becomes one of the central barriers for employment. This compounds problems for the state. CORI reform legislation was a good first step. The Commission should study barriers to employment, e.g. criminal records. The Commission should also study job creation focusing on opportunities in “Green” business as Cleveland has done to initiate growth in urban areas. The state's initial focus on recycling opportunities has been important but should expand to the ~75% level as in San Francisco instead of the ~25% in Boston. Weatherization training has been successful in the Commonwealth. Business profits should be spent in the community. Education is still needed on CORI reform and it is timely as some of the biggest changes have an effective date of 2012.

Secretary Jeffrey Mullin (DOT): DOT's primary focus has been on investments in capital – infrastructure improvements. Documents submitted outline the size and scope of these investments. The agency's three primary goals are; construction projects; daily maintenance of existing infrastructure (this is the bulk of their employment); future infrastructure projects such as a high speed rail. The agency's mission is connecting people to jobs.

Professor Alan Clayton-Matthews, Northeastern: Professor Clayton-Matthews is able to provide data analysis. The Commission should learn what job creation policies are effective elsewhere in the US and internationally, use that data to figure out which states are doing better than Massachusetts and why. The Commission should take inventory of the Commonwealth's existing programs and compare them to the best practices of other states and possibly countries.

Cheryl Lussier-Poppe (Department of Veteran Services): Veteran job renewal programs. The agency works with a smaller demographic, exclusively veterans. They have placed veterans throughout the state. DVS has three training grants for veteran workforce

training. Two are for homeless veterans and one grant specializes in training for green jobs. There are 10 additional grants available through other state providers. They have found that some of our veterans now want to start businesses of their own. The agency's work through these grants is what it can bring to the Commission. Last year DVS placed 334 Veterans in jobs with their 3 grants. DVS is always looking for opportunities and partnerships to get employment for veterans. They are conducting a communications campaign which includes window decals and other special recognition for businesses that hire veterans.

Next Steps

Senator Spilka asked the Commissioners to submit ideas on the following topics as soon as possible:

- Comments and ideas related to the March 30 hearing
- Mission statement
- Goals
- Ideas for subcommittees
- Locations ideas for monthly hearings

Documents Distributed:

- Compilation of communications to the Chair from commissioners regarding their ideas for goals, subcommittees and mission statement

Reports to the Jobs Creation Commission: Mission, Goals & Resources

Office of Senator Karen Spilka

Compiled March 1, 2011

Dr. Alan Clayton-Matthews, Northeastern

This is what I can bring to the table for resources:

- Familiarity with and ability to analyze several data sets that measure population, employment, demographics, and incomes of Massachusetts residents, including data from the Federal and State agencies.
- Ability to analyze studies and literature on policies and programs related to jobs, job skills, or attracting business.

What I would like to see the Commission achieve this year is to establish a plan and framework for on-going evaluation and study of policies and programs aimed at creating jobs, reducing unemployment, enhancing skills, creating new and expanding existing businesses, and attracting businesses, in order to determine what policies and programs are both effective in terms of outcomes and costs. This would involve taking an inventory of the Commonwealth's existing programs and policies, comparing them to the best practices of other states (and maybe countries), and designing a framework for evaluating the Commonwealth's existing and proposed programs.



Boston Workers' Alliance

411 Blue Hill Ave., Dorchester MA 02121 (617) 606-3580, (617) 606-3582 (fax)

Honorable Senator Karen Spilka
State House
Room 511 – C

Dear Senator Spilka,

As a member of the newly formed jobs creation commission, please find recommendations for potential areas of study in the coming year. I understand that the capacity of the commission is limited and that the number of subcommittees will also be restricted. However, it is my hope that the following areas of study will receive attention as independent subcommittees or as part of more encompassing subcommittees.

Based on the conversations from our initial meeting, I believe it is imperative to address issues of concentrated employment disparities in a national climate of economic stagnation. The legislative accomplishments of the Committee on Community Development and Emerging Technologies addressed many of the major barriers for successful business development in the Commonwealth. I hope that the commission will build on the work of your committee while allowing for creativity and innovation in addressing the problem of under- and unemployment that afflict communities across the state. Thank you for your leadership in this important process.

Subcommittee on Urban Unemployment

Unemployment in urban communities of color remain significantly higher than the statewide jobless rate. In particular, young adults and particularly young men of color experience barriers to employment that contribute to crime, violence and incarceration in our cities. With growing public safety and social service costs that are connected to poverty, the Commonwealth of Massachusetts has a fiscal and moral imperative to address chronic urban unemployment head on.

A subcommittee on urban unemployment will study barriers to employment stemming from race, age, ex-offender status, immigration status, transitional assistance status, veteran status and other demographic characteristics that contribute to above average joblessness. The commission should consider both public and private strategies for addressing unemployment amongst Massachusetts most economically vulnerable residents.

Subcommittee on Green Jobs and Smart Growth

Massachusetts has been a national leader in addressing the threat of climate change through landmark environmental legislation in this last decade. A subcommittee on green jobs and smart growth will research opportunities in the burgeoning "green economy" that work to address real environmental problems while creating good jobs for Massachusetts residents.

A subcommittee on green jobs and smart growth will review new areas for public and private investment to create and keep thriving green businesses in the Commonwealth. Areas for study could include energy efficiency and renewable energy sectors, new community based recycling models, urban agriculture and local food system development, and smart transit based planning and development to

spur economic growth. As the entire nation comes to terms with the need for climate change mitigation, Massachusetts should embrace the opportunity to pioneer transformational economic strategies that address the needs of our communities and the planet.

Subcommittee on Community Economics

Development in Massachusetts, like states across the country, has often solicited large national and multi-national corporations to generate business and create jobs. Unfortunately, financial incentives and tax policy have not guaranteed long-term returns from companies that move or siphon profits to outside of Massachusetts. Given that small business represent half of private employment and generated 2/3rds of new jobs in the last 25 years, a subcommittee on community economics will seek strategies to strengthen the ability of small community based companies to thrive and grow while retaining profits and spending in Massachusetts' communities.

A subcommittee on community economics should explore new and rapidly growing models of local economic development, including cooperative business models, Employee Stock Ownership Plans (ESOPs), local banking and currency, alternative staffing organizations and other ground level business development strategies. The subcommittee should expand on a body of research around local "multiplier effects" of local ownership and spending as a strategy for building long term job stability and growth in cities and towns across the Commonwealth.

Jeffrey B. Mullan, Secretary & CEO, Massachusetts Department of Transportation

Report to Jobs Creation Commission
February 11th, 2011

Secretary Jeffrey Mullan
Massachusetts Department of Transportation

Proposed Mission

The mission of the Jobs Creation Commission is to identify the advantages and barriers to job creation and economic development in Massachusetts, to leverage those advantages, and to find solutions to mitigate the barriers.

Proposed Goals

To accomplish the mission, the Jobs Creation Commission should use the expertise available from both public and private sector stakeholders and policy makers to create an effective plan to stimulate private sector job creation.

Proposed Meeting Topics

- Commonwealth job creation programs already in place
- Private sector job creation efforts already in place
- Baseline statistics on job growth and job retention
- Best practices on job growth and job retention
- Initiative under consideration
- Outreach to non-commission members
- Proposed actions not requiring legislation
- Proposed actions requiring legislation
- Communications strategies

Overview of MassDOT and job creation

The Massachusetts Department of Transportation (MassDOT) is an engine of economic growth and development in Massachusetts. In both the short and long term, the Commonwealth of Massachusetts' investment in infrastructure through MassDOT is creating jobs now and quality of life improvements and economic development opportunities for the future. Rail, road and bridge construction and modernization projects are creating jobs directly, while improvements on infrastructure are indirectly creating jobs by accommodating private sector investment. Additionally, the daily maintenance and operation of highway and transit systems facilitates the commercial activity that drives economic growth and development by connecting Massachusetts residents to the rest of the state, region and nation.

What MassDOT is doing to create jobs now

MassDOT has aggressively pursued an infrastructure revitalization agenda with construction pace continuing at record levels. The Statewide Road and Bridge Program combined with the Governor's Accelerated Bridge Program and the federal stimulus amounted to over \$1.2 billion in highway infrastructure investments in FY 2010 alone. In FY 2011, MassDOT will administer another \$1.2 billion in road and bridge capital projects, and an additional \$155 million in local aid for local road projects. These projects have supported thousands jobs on 385 separate projects throughout the Commonwealth.

In FY 2010, Massachusetts spent over \$920 million on the **Statewide Road and Bridge Program** and will spend another \$1 billion in FY 2011.

In August, 2008, Governor Patrick signed the historic **Accelerated Bridge Program** legislation, investing \$3 billion over eight years to repair or replace structurally deficient bridges. Since 2008, the number of structurally deficient bridges has as dropped from 543 to 475, a decline of over 12 percent. The ABP Program has completed 28 bridge projects already, with another 61 bridge projects currently in construction, and an additional 69 bridge projects scheduled to start construction within the next year. In FY 2011, MassDOT will administer over \$293 million through ABP. Over the course of the eight year program, more than 200 bridges are planned to be replaced or repaired, creating thousands of jobs in every corner of Massachusetts.

Minority/Women/Disadvantaged Business Enterprises participation in the ABP to date is currently at 16.2% and has consistently exceeded the 14% access and opportunity business participation goal. The total value of open construction bids and engineering design contracts awarded to date is almost \$495 million, of which over \$80 million has been committed to businesses owned by minorities or women. According to the Equitable Business Opportunities (EBO) system, the job count for unique individuals employed by construction contractors on ABP projects is 2,270 for jobs created and 3,762 for jobs retained. The total for unique individual construction jobs associated with the program is 6,032 through December 2010.

Under the **American Recovery and Reinvestment Act (ARRA)**, Massachusetts received \$437.9 million over two years on road and bridge projects, and an additional \$319 million on urban and regional transit projects. As of late fall 2010, MassDOT had allocated the entire allotment and all road and bridge projects were in the pipeline to construction or already under construction. In the fourth quarter of 2010 alone, over 2,800 individuals received paychecks from 84 separate stimulus projects in Massachusetts.

Under Governor Patrick and Lt. Governor Murray's leadership, MassDOT has also made significant investments in local aid for municipal transportation infrastructure projects. In FY 2010, MassDOT distributed \$156 million to cities and towns across Massachusetts. Another \$155 million will be distributed by the end of FY 2011. In Governor Patrick's FY 2012 budget proposal, local capital aid is increased to \$200 million.

In the 2010 calendar year, MassDOT capital highway projects created 5,980 jobs and retained another 24,612, for a total of over 30,500 jobs created or retained.

At the same time that Massachusetts is investing in hundreds of construction projects, MassDOT has also facilitated administrative efficiencies that have led to project efficiencies. MassDOT has reduced the

time from construction contract advertisement to construction start by more than 43 percent - a drop from 218 days in 2008 to 124 days in 2009. For ARRA projects, the timeline from construction contract advertisement to notice to proceed was reduced to 48 days. By streamlining administrative processes, MassDOT is putting people to work on construction projects faster than ever before, and saving millions of dollars that can be further leveraged on other projects.

What MassDOT is doing to promote future economic development

MassDOT is working with private and public stakeholders at the federal, state and local level to develop a long-term plan for economic development that centers on a rail system that effectively and efficiently facilitates both intrastate and interstate commerce.

In the past three years, the Massachusetts rail system has received more than \$500 million in new investment through competitive grants, public funds and private investment. These investments represent the most significant improvement in the Commonwealth's rail system as a whole in decades.

Massachusetts and our partner states in the region have coordinated efforts to present the *Vision for the New England High Speed and Intercity Rail Network*. This vision will help provide an essential foundation for economic competitiveness and promote livable communities through a network of high-speed and intercity passenger rail routes connecting every major city in New England.

Bringing about a modernized transit system starts with updating long-neglected infrastructure. Among these federally-funded, MassDOT-administered regional rail projects are: the **Knowledge Corridor**, in which the state received \$70 million to rehabilitate 49 miles of track and reconstruct two stations for the Vermonter train service in Western Massachusetts; the **Northeast Corridor**, connecting Massachusetts with other New England and mid-Atlantic states through high speed rail by identifying \$50 billion in rail projects to double the number of riders by 2030; the **Inland Route/Knowledge Corridor Montreal Study**, which is using FRA planning grants to develop high speed rail service from Boston to New Haven via Springfield, and from Boston to Montreal; and rail improvements to the **Downeaster** route, which will reduce travel times between Portland and Boston.

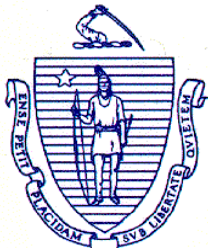
On an intrastate level, MassDOT is working on extensive projects that will transform the rail system within the Commonwealth. One of the several major undertakings is **South Coast Rail**, which will bring direct rail service to Taunton, New Bedford and Fall River, the only cities within 50 miles of Boston that do not have access to the commuter rail. This project will improve the economy in Southeastern Massachusetts while facilitating increased commercial activity between Boston and another vital economic region. It is estimated that South Coast Rail will promote \$500 million in new economic activity every year. Massachusetts was awarded \$20 million in 2010 in competitive federal **Transportation Investment Generating Economic Recovery (TIGER)** grants to fund the reconstruction of structurally-deficient rail bridges in New Bedford, which will revitalize the city's waterfront and serve as a key component of South Coast Rail.

Massachusetts was also awarded another \$75 million in additional TIGER grants. \$55.5 million was awarded for the extension of the **Fitchburg commuter rail line** by 4.5 miles and build a new Wachusett commuter rail station and layover facility. It is estimated that the facility will service over 400 new commuter rail passengers in 2012, divert 824 vehicle trips from Route 2, and create an estimated 306 construction jobs in the short-term; and create at least 855 new jobs in the long-term. Another \$20 million TIGER grant will support multimodal center improvements for the Wonderland station in Revere.

At the center of these rail construction and improvement projects is the hub that almost all of the trains will either lead to, or go through: South Station. Massachusetts was awarded \$32.5 million through a Federal Railroad Administration grant to plan the expansion of South Station, New England's busiest rail station. With seven new tracks and expanded operational facilities, the new South Station will relieve congestion and allow expanded commuter rail service to the South Coast, Worcester, Springfield, and beyond, connecting more people and more opportunities for economic development to and from the economic center of Boston.

In all, MassDOT currently has hundreds of ongoing projects reaching every corner of Massachusetts that are modernizing the state's transportation infrastructure. Through our programs, we are directly creating or saving tens of thousands of jobs. We are administering the largest public works initiative in the history of Massachusetts with unprecedented levels of investment. The jobs we create are not merely for the sake of creating jobs, but seizing on a once-in-a-generation opportunity to create a foundation for economic development for decades to come. We will continue to make investments where they matter most, delivering projects that create jobs both today and in the future, and delivering them quickly and safely.

Ann L. Hartstein, Secretary, Executive Office of Elder Affairs



The Commonwealth of Massachusetts
Executive Office of Elder Affairs
One Ashburton Place, Boston, MA 02108

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To: Senator Spilka and Representative Scibak,
Jobs Creation Commission
From: Ann L. Hartstein
Date: February 15, 2011
Re: Recommendation for Commission's Mission and Goals

The Secretary of EOHED, through the MA Office of Business Development (MOBD), the MA Growth Capital Corporation, MA Marketing Partnership and the new Office of Performance Management and Oversight, is responsible for coordinating and leading all economic development activities. All of these above mentioned organizations are responsible for building the "demand" side of the jobs dilemma. It appears the Commonwealth has dedicated much of its resources to date to reforming the economic development system that is geared to attract and support business growth.

We have a modest suggestion on how to augment that system to share with the Chairs. It is to **assist the personnel within the economic development system to recognize the economic potential of older residents of the Commonwealth** -19% of the Commonwealth's population is age 60 and older - both as entrepreneurs with the potential to launch small businesses (with MOBD assistance) and as consumers who could redirect a significant percentage of their purchasing power/activities to local businesses, if encouraged to do so.¹

We support the recommendation of Secretary Goldstein for developing an inventory of current policies and programs that support business in developing their business and building greater demand for employees. We will produce for the inventory information about

¹ As a complement to a campaign that encourages consumers to buy from local merchants, there is a program model, named "Main Streets", that is active in some Boston neighborhoods that features simple strategies to make retail business districts "elder-friendly".)

the demographics of the state's aging workforce. **There is a need to educate businesses that the sole source for labor pool growth in the coming decade in Massachusetts will be older adults aged 55+.** Businesses must adapt to this fact through adopting more or better training programs for their current workforces, engaging in workforce planning to retain older workers, and implementing more flexible human resources protocols (e.g. alternate work sites, flexible work schedules, varied roles for experienced staff such as mentors or part-time contractors, etc.) to attract and retain a sufficient number of skilled workers.

Those working to build the “supply” side (the employee side) of the jobs dilemma must focus upon preparing competent, skilled workers for jobs in regional occupations. This entails improving how well the state workforce development system organizes education and training resources to prepare unemployed /underemployed adults for current as well as future forecasted job vacancies/occupational demand.

A key goal and activities for the Jobs Creation Commission that would complement but not duplicate the work of the new interagency economic planning council and other performance monitoring bodies listed above would be **investigating the progress being made within the WIBs in MA system regarding their responsibility to coordinate educational systems to support business opportunities and meet employer demand in the region.** In addition, a key goal for the Commission would be to review and assess the results of the performance monitoring work of the new Office of Performance Management and Oversight.

Researchers have predicted the growth sectors in our state and can forecast which types of jobs will see high growth and spot shortages for workers both now and into the future. But, are the educational institutions and training vendors of our state aligning their operations to match with these economic forecasts? If not, what barriers are preventing them from shifting into these new occupation training domains? How long would it take to realign? How quickly can they deliver training courses so today's unemployed could attain the required training or certificate and engage in gainful employment? How can they further expedite the delivery of training (reduce both the time and cost of training)?

The current rate of unemployment in Massachusetts is above 9% for workers of all categories. The Jobs Creation Commission members, when polled, identified several populations of job seekers that may need additional attention and assistance in identifying jobs that will be in demand, acquiring the skills training they need to be competent workers in the field, and securing jobs as they become available. The special populations identified at our initial meeting included: returning veterans and spouses of currently deployed soldiers; minorities; parolees and ex-convicts; youth (especially those without HS diplomas); and older adults.

For unemployed individuals, what barriers are preventing them from acquiring the new occupational skills they need to meet the demands of employers both today and in the future? Could new expedited delivery of training help? Would paid apprenticeships with employers generate jobs faster? Would formal commitment pipelines between schools and employers, including on the job training periods, result in faster job placement for skilled trainees? Could student loans be conditioned to steer students toward actual business needs?

Since Chapter 240 of the Acts of 2010 included mechanisms to monitor and assess the effectiveness of all the public, quasi public and private organizations implementing the new state economic development policies and programs, it would be valuable to have the Jobs Creation Commission focus its energies on the supply side of the Jobs Creation dilemma by investigating through legislative hearings and other procedures the performance of the educational system (including training vendors and community colleges mainly) to align their operations in accord with real employment opportunities, personal attributes and competencies of students/unemployed adults.

For example, the Commission could conduct hearings on community college campuses to learn:

- ◇ From students what supports they need to complete their college courses, the level of academic-to-career counseling they've received, how they think their training time could be expedited, etc.
- ◇ From faculty and administrators: What is the economic development plan for their region? How focused are they upon local and regional job demand and how are they aligning their classes and certificates/degrees systems to support students to succeed in getting those jobs? How well are they linked up with the regional local WIB? What is the level of resources needed for remediation of poor academic readiness in students? Are they able to provide supports to LEP adults so they too can succeed in the college experience?

In addition, the Commission might want to look into practices that would encourage businesses to offer more on-the-job employee training (e.g. wage subsidies for short periods of time to employers who hire and train new workers).

The sooner we can reform our educational systems to deliver market driven courses for real job opportunities in local and regional industrial sectors, the better it will be for employees and employers alike.

Catherine P. Bailey, Assistant General Counsel, Executive Office of Public Safety and Security

**EXECUTIVE OFFICE OF PUBLIC SAFETY AND SECURITY (EOPSS)
TOOLS TO ASSIST JOB SEEKERS AND PROMOTE JOB SUSTAINABILITY**

DEPARTMENT OF CORRECTION EDUCATION AND TRAINING

The purpose of the Division of Inmate Training and Education is to provide comprehensive academic and occupational (vocational training) programs and services that will assist offenders in becoming more productive citizens upon release. To this end, all programs focus on the needs of the individual to cope with and to make a positive contribution to an increasingly more technological society. Emphasis is placed upon competency achievement, development of basic literacy skills and the acquisition of salable skills along with an appreciation of the work ethic. To complete these tasks, the Division utilizes a central office staff; seven school principals, one head teacher, eight counselors; 31 full-time academic teachers; 26 part-time academic teaching positions filled; 29 full-time vocational teachers; and 4 part-time vocational teachers with a budget of approximately \$5 million for fiscal year '10 and over \$1.2 million in grants from the Massachusetts Department of Elementary and Secondary Education and the federal government. The Division's responsibilities include teaching academic and vocational programs, providing educational counseling services, assessing each inmate at reception and classification by administering the Test of Adult Basic Education (T.A.B.E.) and administering the General Equivalency Diploma (GED) test. The Division is the one of the largest G.E.D. testing centers in Massachusetts administering over 500 tests each year.

I. Assessments

The educational assessment takes place at MCI Cedar Junction and MCI Framingham and as needed if an inmate misses the initial processing. Every newly sentenced individual that is classified at MCI Cedar Junction and MCI Framingham must take the Test of Adult Basic Education (TABE) and a self-scoring Occupational Interest Survey. The TABE test provides a grade level in math, reading and language. If this testing indicates that additional special education or oral testing is needed, it will also be administered. Speakers of other languages are given the Basic English Skills Test (BEST). Education counselors at each institution will receive this information when an inmate is transferred there and they will discuss educational alternatives and will place the inmate in appropriate classes or on waiting lists.

II. Grants

The Division of Inmate Training and Education receives three grants from the Massachusetts Department of Elementary and Secondary Education, one grant from the U.S. Department of Education, and a recently awarded one year Second Chance Act grant from the U.S. Department of Justice, Bureau of Justice Assistance. Additionally, a grant from the Massachusetts Board of Library Commissioners was awarded to one medium security institution which will allow audibly recorded books by the inmate parent for their child(ren) and a copy of that book for the child as well.

A. Carl D. Perkins Vocational and Applied Technology Act Grant Program

The Carl D. Perkins grant is a federal grant that is administered through the Department of Correction. Up to 1% of the total funding received by the Commonwealth can be set aside for incarcerated offenders, both state and county. Every effort is made to develop and fund proposals that provide non-traditional vocational and technical training programs. Emphasis is placed upon the acquisition of salable skills along with an appreciation of the work ethic. Instructors provide training in professions that would be a stepping stone to further education and entry-level employment. Proposals for up to

\$15,000 per site are submitted. This year, Perkins grant funds have allowed the Department of Correction to enhance its Building Trades Program by adding a weatherization component. Perkins grant funds continue to provide vocational training opportunities for inmates at some of the correctional facilities with the purchase of vocational equipment and professional development for the programs and instructors of existing vocational training programs.

B. Title I Grant Program

The Title I program uses federal grant funds to provide supplemental instructional services to inmates who are under twenty-one years of age. This instruction is primarily in reading, mathematics, and language arts. The program offers self-paced, individualized instruction in small group settings to these younger inmates in an attempt to renew their interest in the possibilities and opportunities of education. The Title I grant program is currently operated at the following institutions with contract teaching staff: MCI Framingham, MCI Concord, MCI Shirley, MCI Norfolk, Bay State Correctional Center, Old Colony Correctional Center, North Central Correctional Institution at Gardner, and Souza Baranowski Correctional Center in Shirley.

C. Workforce & Community Transition Training for Incarcerated Individuals Grant

The U.S. Department of Education grant allows Massachusetts to participate in the Six State Study research project that builds on recent research in the area of post-secondary academic education for offenders studying transitional classroom delivery and distance learning via video/DVDs. Inmates that are 35 years of age or younger that have not been convicted of a criminal offense against a victim who is a minor, a sexually violent offense, or murder, who have a high school diploma or GED and a release date or parole eligibility within 7 years are eligible to participate. The inmates that meet the eligibility criteria are then randomly selected for enrollment. Inmates at Old Colony Correctional Center, MCI Framingham, MCI Shirley, Bay State Correctional Center, MCI Norfolk, Souza Baranowski Correctional Center and North Central Correctional Institution are the randomly selected sites for this three year study.

D. Adult Basic Education Grant Program

The Education Division's Adult Basic Education (ABE) grant program provides a comprehensive education program to approximately 200 incarcerated adults each year. The ABE program is funded through a grant from the Massachusetts Department of Elementary and Secondary Education's Adult and Community Learning Service. The ABE grant program focuses its instruction on basic transferable skills. The program offers literacy development, pre G.E.D., and G.E.D. preparation. The goals of the ABE grant program are to increase its students' functional literacy level, provide its students with the capability to make a smooth reentry into their community upon their release and thereby reduce the Commonwealth's recidivism rate. The ABE grant program employs 3 full-time and 2 part-time teachers. These teachers are employed at MCI Shirley Medium and MCI Framingham.

E. GED Test Center Grant

The Division of Inmate Training and Education was awarded an additional \$5,105 to defray the cost of operation of the GED testing program at the DOC.

F. Library Services

Library Services received a \$15,992 "Reaching Out Through Reading" grant from the Massachusetts Board of Library Commissioners which strengthens the bond between incarcerated parents and their children through a shared reading program.

G. Second Chance Act Technology Careers Training Demonstration Project for Incarcerated Adults and Juveniles

The Department of Correction was awarded a one year \$679,729.70 grant to provide a “New Clean/Green Energy Training Program” to those individuals within 18 months to release that have a Moderate to High Risk Assessment. The Department has partnered with the Executive Office of Community Colleges who will provide the actual training in weatherization and “green” technology to inmates at five minimum security facilities.

III. Educational Programs

The aforementioned grant programs (e.g., Perkins, Title 1, and Adult Basic Education) as well as abbreviations and acronyms may be used to refer to certain educational programs. Therefore, in order to clarify those programs and explain course content in a standardized manner; definitions are listed below. Programming is categorized into either academic or vocational.

A. Academic

Adult Basic Education

Adult Basic Education (ABE) (Literacy Development) is a program servicing those who are learning to read and write, or who are functioning at or below the fifth grade level.

Boston University Program

This program is designed to meet the needs of the students who have accumulated a minimum of twelve transferable college credits. Students eligible to enter this program have an opportunity to achieve a Bachelor's Degree in Liberal Studies from BU's Metropolitan College. This program is donated in full by Boston University and operates at MCI Norfolk, MCI Framingham and South Middlesex Correctional Center.

English for Speakers of Other Languages (ESOL)

English for Speakers of Other Languages is a language development program geared to the adult with limited English proficiency. The main emphasis of this program is to provide limited or non-English speakers with the fundamentals of speaking, reading and writing English, so they may be mainstreamed into existing academic classes. The three-level program is taught exclusively in English and is available to those students whose native language is something other than English.

G.E.D.

The G.E.D. programs are specifically geared toward preparing a student to successfully take his or her High School Equivalency Exam. The classes focus on math, writing, skills, social studies, reading and science, as well as reading comprehension and study skills.

Life Skills

Life Skills comprises components of most academic classes. Basic information involving money management, resume writing, and other basic skills much needed for daily life in the community are included.

Pre-GED

The Pre-G.E.D. programs are designed to prepare intermediate level students for entrance into the G.E.D. program. The focus of instruction is on math, English, grammar and usage, writing skills, and reading comprehension.

Special Education

This program is designed to provide individual or small group instruction to all inmates under the age of twenty-two who have been diagnosed with learning or developmental disabilities. Individual testing is utilized to determine functional levels, strengths, weakness, and learning styles.

B. Vocational Programs

Auto Body Repair

Repairing, restoring and painting of vehicles is taught.

Automotive

Fundamentals of auto mechanics are taught. Hands-on training is provided through working on state vehicles. ASE (Automotive Service Excellence) certification is the goal for successful completers.

Barber School

Licensing requires that students obtain one thousand hours of hands-on experience and that they pass both a written and hands-on comprehensive licensing exam. The hours of hands-on experience generally requires a student to make a twelve to eighteen month commitment in order to successfully complete the barber program.

Braille Transcription

This program provides employment to inmates who have word processing skills. It provides training in the production of Braille materials through a computer translation process. Inmates working the program produce Braille materials for the Bureau of Institutional Schools.

Building Trades

The Building Trades Program is conducted for fourteen to twenty weeks and cover the areas of safety, rough and finished carpentry, sheetrock work and wood working. Mock-ups are used to provide hands-on experience unless institutional projects are available to be completed. A weatherization techniques component will be added to the current curriculum to further provide employability skills to those inmates releasing back into the community.

Commercial Drivers License (CDL)

The topics in this program are those that must be learned in order to pass the written portion of the CDL testing.

Computers For Schools

Computers in need of repair are donated to the Department of Correction. Inmates at MCI Shirley Minimum refurbish the machines, which are then given at no charge to Massachusetts public schools.

Computer Technology

The goal of this program is to familiarize each student with computer technology and how its capabilities can be utilized to accomplish various tasks. The focus is on skills needed to function effectively in an office environment. Students are provided with hands-on experience in the areas of basic literacy, keyboarding, word processing, data base use, spreadsheet use and simple programming. Instruction prepares students to take the Microsoft Office User Specialist (MOUS) certification test. A shorter, 12-week course, IC³, has also been added as a pre-requisite to the MOUS certification program and will also ensure that inmates will have some computer experience upon release, with the certification that is available upon successful completion of the IC³ program.

Cosmetology Program

Cosmetology will train 12 students at a time in all aspects of hairstyling, skin care and nail beautification. The 1000 hours of training will prepare the students to take the Massachusetts State License Examination in Cosmetology.

Culinary Arts

Culinary Arts is structured to provide both theory and hands-on experience in the areas of applied foodservice sanitation and hygiene and in professional cooking. The course of study generally runs for ten (10) months with the first five months focusing on obtaining the knowledge and skills required to successfully pass the National Restaurant Association's Education Foundation's ServSafe certifying exam covering sanitation and hygiene. The second five months focuses on professional cooking. A Dining Room Management component has been added to the curriculum to further enhance an inmate's job readiness upon release.

Horticulture

This program includes techniques on the production, care, and management of plants, flowers and shrubs including the instruction and practice in the methods of plant propagation, pruning, cultivation, and fertilization.

Small Engine Repair

Provides instruction in the diagnosing and repair of small engine equipment. Successful completers pass the OPE (Outdoor Power Equipment) national certification exam.

Welding

The sixteen-week welding program provides theory and applied instruction on oxyacetylene, MIG, TIG and stick welding. Individuals passing the licensing exam pre test are then able to take 3/8 and 1 inch State Welding Certification exam.

IV. Library Services

Library Services encompasses both law and general library services. Institutional libraries are equipped to provide full library services and are staffed by a professional librarian. The general library is an information center for the institution, supporting, broadening and strengthening the institution's programs through materials and in-library programming such as literacy. Print and non-print materials are selected to meet the needs of a culturally, linguistically and educationally diverse population. Law collections contain Federal and State materials.

Able Minds: Staff facilitated book discussion group designed to shift criminal thinking and teach inmates interpersonal problem solving skills. *This program is available at Bay State Correctional Center, Bridgewater State Hospital, MCI Framingham, MCI-Norfolk, MCI Shirley, MCI Shirley – Minimum Unit, North Central Correctional Center in Gardner, Old Colony Correctional Center, Old Colony Correctional Center – Minimum Unit and Souza Baranowski Correctional Center.*

Family Library Program: This staff facilitated program at Souza Baranowski Correctional Center increases the inmate's reading skills and helps develop parenting skills. This program enables inmate to read books to their children while in the inmate visiting room.

Law Library Clerk Training: This staff facilitated program available at all Department of Correction facilities with full law libraries provides pre-employment training in basic legal research and use of electronic legal resources for potential inmate law library clerks.

Literacy for Adults: Staff supervised, volunteer facilitated program at MCI Cedar Junction is designed to provide one-on-one basic reading and writing instruction to the inmate population. Volunteers will be trained and certified using the methods and materials developed by Literacy Volunteers of America.

Read to Your Child Program: This staff facilitated program offered at North Central Correctional Center makes children's books available in the inmate library, allowing the inmate to practice his reading skills before reading a copy of the same book with his child in the visiting room. The child is given the book to take home at the end of the visit.

PAROLE BOARD PROGRAMS

Regional Reentry Centers

The Regional Reentry Centers concept was initiated by the EOPSS as an initiative between the Department of Correction (DOC) and the Massachusetts Parole Board after reviewing the recommendations made by the Governor's Commission on Criminal Justice Innovation and the Governor's Commission on Corrections Reform. Each report highlighted the need to reform strategies for transitioning offenders back into the community, starting with the moment they are incarcerated.

The focus of the RRC effort is to enhance public safety and restore confidence in the criminal justice system by reinventing the traditional model of parole, based on philosophies and practices of correctional reform that are emerging nationwide. Specifically, the RRCs serve as the nucleus of reentry services for all state offenders released from a correctional facility. These centers opened in 2004, and are operated in the existing community-based field offices in Mattapan, Quincy, Brockton, New Bedford, Framingham, Lawrence, Worcester, and Springfield.

Recognizing that employment is one of the critical components to successful community supervision, the agency continued to develop and implement strategies to assist parolees secure employment and training opportunities in 2009. This included:

NIC Training. Massachusetts was selected to send an eight person team to San Antonio, Texas to participate in three inconsecutive weeks of Offender Workforce Development Specialist (OWDS) training. The training met for one week of each month between August 2010 and October 2010. This opportunity was free of charge to Massachusetts and will be funded entirely by the National Institute of Corrections.

Description:

"Offender Workforce Development Specialist (OWDS) Partnership Training is fundamental to a comprehensive reentry initiative that helps communities meet the workforce development needs of its offenders and pretrial defendants. This train-the-trainer program includes three essential elements. First, it promotes collaboration between criminal justice agencies and a broad array of governmental agencies and community organizations. Second, it provides multidisciplinary teams of trainees with a set of competency-based skills that meet the requirements of Global Career Development Facilitator (GCDF), an internationally recognized certification. Third, it requires trainee teams to build their jurisdiction's capacity to replicate the training within a prescribed time period." (U.S. Department of Justice, National Institute of Corrections, 2007).

The Team is currently training career center staff, faith base, and sheriff's staff at the Middlesex Sheriffs training center. They are scheduled to conduct the same training in Worcester and Norfolk Sheriff's departments.

Step Forward Program. The agency partnered with Community Servings, a non-profit organization in Jamaica Plain which provides meals to terminally ill people in the Boston-metro area, to establish a volunteer and training program for parolees. One of the first programs of its type in the nation, Step Forward offers parolees the opportunity to gain valuable skills and experience while providing Community Servings with an additional source of volunteers to help prepare and package the 377,000 meals delivered to clients each year. Each week, up to 10 kitchen interns volunteer and are required to volunteer for a total of 30 hours. After successfully completing the 30 hours, they qualify for case management from staff at Bunker Hill to help obtain vouchers to take courses at Bunker Hill Community College. Some kitchen interns are admitted to Community Servings 12-week job training program, which will lead to full-time employment in the food industry.

Bunker Hill Community College. As noted above, the agency partnered with Bunker Hill Community College to compliment the efforts of the Step Forward Program. In addition, Bunker Hill will be hosting an Employers breakfast in February (2011) to educate and encourage employers to offer opportunities to parolees.

Reentry/Reemployment Advisory Committee. As a result of the first NIC training in 2008, this committee was created in early 2009 and includes representatives from government agencies, non-profits, private companies and community groups. The group has been working with the Bunker Hill Community College collaboration. Also, the Advisory Board has created a blog that post job opportunities for ex-offenders and networks among employers throughout the state to educate and improve the reemployment and placement efforts.

Placement Training. The Parole Board hosted training for the Department of Labor and Workforce Development's Division of Career Services staff regarding the Criminal System History Board, Parole Board's Victim Services Unit and sex offender management issues. This training emphasized the importance of public safety in job placement.

DEPARTMENT OF CRIMINAL JUSTICE INFORMATION SERVICES (formerly the Criminal History Systems Board). This agency has a number of tools to help individuals ensure their criminal records are correct and used properly, so that they do not create unnecessary barriers to employment.

- DCJIS maintains and shares information concerning the process for correcting a criminal record. The guide may be accessed at the following website:
http://www.mass.gov/Eeops/docs/chsb/cori_process_correcting_criminal_record.pdf
- DCJIS maintains a complaint form for those who believe their criminal offender record information (CORI) has been improperly accessed or disseminated:
http://www.mass.gov/Eeops/docs/chsb/cori_compliant_form.pdf
- DCJIS maintains a complaint form for those who believe their CORI is inaccurate, or they are a victim of identity theft.
http://www.mass.gov/Eeops/docs/chsb/identity_theft_application_forms.pdf
- Upon request, the DCJIS provides trainings to career centers to help counselors understand and read CORI.

Charles Carr, Commissioner, Massachusetts Rehabilitation Commission

1. Support the implementation of the Governor's "State as a Model Employer" initiative which is designed to fast track qualified people with disabilities into State jobs.
2. Invest significant resources in supported employment for people with disabilities who are working but need job coaching post-employment in order to keep jobs.

April Anderson Lamoureux, State Permit Ombudsman/Director, Massachusetts Permit Regulatory Office, Executive Office of Housing & Economic Development

There seemed to be two themes at the initial Job Creation Commission. The first theme focused on creating a business climate that supports job creation (infrastructure, access to capital, etc). The second theme was connecting individuals with jobs (connecting veterans and disabled individuals to jobs, workforce training, etc).

EOHED is focusing a great deal of effort on the economic strategy/plan that Ch 240 directed us to develop, and on implementation of the other programs/ideas included in Ch240. Therefore, we strongly encourage the Commission to avoid duplication of those efforts and focus perhaps on the strategy around connecting individuals to jobs (although I admit to not have a full understanding of the efforts currently underway at EOLWD and elsewhere).

Programs that we operate:

- MassWorks Infrastructure Program – one-stop shop for public infrastructure grants to municipalities to support economic and community development. Implementation underway.
- Economic Development Strategy/Planning Council per Chapter 240 – effort underway.
- Land Use & Development Tools (see attached Permit Regulatory Office annual report for a better description of the full array of tools that we administer to support job creation).
- Mass Office of Business Development services and the Economic Development Incentive Program

Jobs Creation Commission
Massachusetts State House, Room B-1
March 30, 2011
10:00 a.m. – 12:00 p.m.

Commissioners in Attendance:

- Karen Spilka, State Senator, Co-Chair
- Joseph F. Wagner, State Representative, Co-Chair
- Paul Frost, State Representative
- Richard Ross, State Senator
- James DiTullio, General Counsel, Executive Office of Education for the Secretary of Education
- Nurys Camargo, EOPS for the Secretary of Public Safety
- Mary Kay Browne, Executive Office of Elder Affairs
- Jeffrey B. Mullan, Secretary of Transportation
- Jennifer James, Undersecretary of Workforce Development, for Joanne Goldstein, Secretary of Labor and Workforce Development
- Aaron Tanaka, Executive Director, Boston Workers Alliance
- Charles Carr, Commissioner, Mass. Rehabilitation Commission (designee of the Secretary of Health and Human Services)
- Dr. Alan Clayton-Matthews, School of Public Policy and Urban Affairs; Department of Economics Northeastern University
- Tim Sullivan, Legislative and Communications Director, AFL-CIO
- Cheryl Lussier Poppe, Department of Veteran Services, Designee for the Secretary of Veteran Services
- April Anderson-Lamoureux, State Permit Ombudsman, Designee of the Secretary of Housing and Economic Development
- Eileen McAnneny, Senior Vice President, Associated Industries of Massachusetts
- David Cash, Undersecretary for Policy, Executive Office of Energy and Environmental Affairs for Secretary of Energy and Environmental Affairs

Other attendees:

- Dan Wolf, State Senator, Senate Chair, Joint Committee on Labor and Workforce Development
- Mary Anne Padien, Michael Wright, Jay Wallace, Office of Senator Karen Spilka
- Andrew Keegan, Office of Representative Joseph Wagner
- Supreme Richardson, TFCC-Boston
- Susan Houston, MassEcon
- Mike Hruby
- Mary Sarris, Executive Director, North Shore Workforce Investment Board
- Sylvia Beville, Metro South/West Regional Employment Board, Inc.
- Don Gillis, Executive Director, Massachusetts Workforce Board Association
- Bill Ward, President & Chief Executive Officer, Regional Employment Board of Hampden County, Inc.
- Laurie Taymor-Berry, Survivors, Inc.

Meeting Summary

Announcements by Co-chair Senator Karen E. Spilka

- Public should sign-in to testify on today's hearing topics.
- The public will have many more opportunities to testify at future hearings.
- Presentations today are scheduled for 25 minutes/5 minutes for questions from other commissioners.

Brief presentation on the health of the Massachusetts economy – Dr. Alan Clayton-Matthews

Dr. Alan Clayton-Matthews four graphs:

- Massachusetts and U.S. Payroll Employment Growth – January 2005 – January 2010
- Population, Employment, and Employment Rates, 2007-2030
- Massachusetts unemployment rates by demographics.
- Massachusetts and U.S. Payroll Employment Growth – January 1960 – January 2010

Dr. Alan Clayton-Matthews presented on Massachusetts' recovery from the recession and utilized graphs to compare Massachusetts' recovery to the national recovery. Dr. Clayton-Matthews' presentation examined job loss and job growth, made comparison with the recovery from the 2001-2002 recession and explained that despite slower long term employment growth Massachusetts economic output is equal to the rest of the nation. He examined the unemployment rates by demographics and demonstrated where unemployment disparities exist. He also explained, using demographic graphs, that there is a skills mismatch between the skill levels required and the positions available for those skill levels. Finally, Dr. Clayton-Matthews demonstrated through his *Population, Employment, and Employment Rates* chart that Massachusetts has changing demographics because of an aging population, which will affect the labor market as early as 2018.

Dr. Clayton-Matthews made several suggestions: increase net-migration by lowering the cost of living, especially through increase in affordable and adequate housing units and lowering the cost of doing business. Also, he suggested closing the skills gap by improving educational outcomes by creating uniformly good schools across the state, which will incentivize people to move into the state.

Dr. Clayton-Matthews addressed the following topics in response to questions from the Commissioners:

- **Net Out-Of-State Migration: Dr. Clayton-Matthews** discussed net out-of-state migration as an issue in Massachusetts, especially because of the net-migration of baby boomers out of state. He also described an outward drain of less educated people from the state.
- **Retention of College Graduates and Young People: Dr. Clayton-Matthews** described this as a net-plus for Massachusetts, despite it not being as strong today as it was in the

1970s and 1980s. The net-plus migration is because many of these young graduates come to the state to go to college and stay after graduation.

- **Wage Trends: Dr. Clayton-Matthews** explained that low skilled labor, high skilled labor and financial capital are all important for the world economy. He discussed the developing world as the traditional source for low skilled labor and the developed world as the traditional source for highly skilled labor. He suggested that the solution is a good education because the U.S. will not be able to compete for jobs that rest of the world produces for low skilled workers, but the U.S. can compete in highly educated jobs.
- **Employment Rates for Minorities:** Dr. Clayton-Matthews explained that no matter how much you try to explain the success of minority vs. majorities, you cannot explain the difference between educational attainments. There are always some barriers left over, discrimination barriers or other environmental factors that are worse for minorities (quality of schools, neighborhoods), that help cause these educational attainment issues.

Presentations on the Components of the Workforce Development System:

Commissioner Jennifer James Price: An overview of the Workforce Development Programs throughout the various Secretariats and quasi-public agencies

Jennifer James Price Presentation Handouts:

- 101: Massachusetts Workforce System EOLWD Power Point

Jennifer James Price examined the job growth statistics and pointed out the industries that have grown and added jobs in this recession (job numbers indicate that job openings are for highly skilled candidates). She provided a slide that examined the mismatches between available labor and job openings. Her presentation mentioned the production and construction trades as those that have more available workers than job openings, but highlighted that some health care fields have more jobs than available candidates.

Jennifer James Price described the funding sources for workforce development in Massachusetts including youth program funding, EOHED/HHS/EOEA employment programs, Adult Education and incumbent worker training, and One-Stop Career Centers. Other slides described the structure of Massachusetts' workforce development system, 16 regions and 37 One-Stop Career Centers, the state's rapid response team, and a variety of sector initiatives that the EOLWD helps foster among employers. Finally, she described the success of One-Stop Career Centers in serving its citizens.

Commissioner Charles Carr: An overview of the Workforce Development Programs throughout the various agencies and departments in the EOHHS secretariat

Commissioner Carr demonstrated that the Executive Office of Health and Human Services and its departments does have a significant role in labor and workforce development in the Commonwealth. EOHHS' workforce development components can be broken into two clusters:

the children, youth and family cluster and the disability services cluster. The children, youth and family cluster includes the employment services program in the Department of Transitional Assistance. Commissioner Carr described the Competitive Integrated Employment Services models that are available to DTA clients.

Commissioner Carr explained the disability services cluster to include the Department of Developmental Services (DDS), the Department of Mental Health (DMH), the Massachusetts Commission for the Blind (MCB) and the Massachusetts Rehabilitation Commission (MRC). He described the populations served by these agencies, programs available and how these agencies work toward competitive integrated employment for their served populations.

Don Gillis, Executive Director, Massachusetts Workforce Board Association; Bill Ward, President & Chief Executive Officer of the Regional Employment Board of Hampden County, Inc.; Sylvia Beville, Executive Director, Metro South/ West Regional Employment Board; Mary Sarris, Executive Director, North Shore Workforce Investment Board: Workforce Investment Boards and Regional Employment Boards – presentation on regional initiatives, one-stop career centers and local programs available to job seekers and employers.

WIB Presentation Handouts:

- Regional Workforce Investment Profiles FY2010 handout
- Metro South/West Regional Employment Board Contact list and LIFT power point
- Regional Workforce Board Profile for Massachusetts Workforce Board Association

Don Gillis, Executive Director, Workforce Board Association, presented on the way the workforce boards operate, within 16 regions and how they involve business leaders, labor leaders, principals, citizens, etc. Mr. Gillis described the Workforce boards as responding to the needs of industry, assists companies to stay and grow in Massachusetts, assists in hiring, addresses skills gaps, and collaborates with employers and employees. Workforce boards also provide training, engagement economic development agencies, assist cities and towns to grow new industries and engage communities.

Bill Ward, President & Chief Executive Officer of the Regional Employment Board of Hampden County, Inc., presented on his perspective of workforce boards' work at the ground level. He explained that advanced manufacturing does exist in Massachusetts. An advanced manufacturing company located in western Massachusetts was used as an example of development of industry sector clusters. This advanced manufacturing company used its industry cluster to generate new business following the tsunami in Japan. Workforce boards assist in development of these partnerships. In addition, workforce boards work closely with industry to assist in job filling, often working in collaboration with industry to ensure supply matches employer's demands.

Sylvia Beville, Executive Director, Metro South/West Regional Employment Board, Inc., presented on leadership initiatives at the Metro South/West Regional Employment Board to increase student interest in STEM careers. The LIFT program at the Metro South/West Regional Employment Board pays for secondary teachers in STEM fields to attend classes and to be

employed at area companies to work on summer projects. The program won a national award and teachers are energized as they exit the program.

Mary Sarris, Executive Director, North Shore Workforce Investment Board, presented on the One-Stop Career Center system. Her presentation explained that staff work in teams to address the needs of job seekers and employers. The North Shore is also an area where companies have come to the workforce board looking for more advanced manufacturing employees. The North Shore Workforce Investment Board collaborated with North Shore Community College on certificate and degree programs in advanced manufacturing and has received tremendous interest from the public. In addition, Ms. Sarris asked the Commissioners to support youth job programs.

Public Testimony – an opportunity for members of the public to address the Commission on issues related to the workforce training system, programs and infrastructure

The meeting was open to testimony by the public on the subject matter of the meeting.

Supreme Richardson, TFCC-Boston, testified that he helps enhance job creation opportunities for the CORI community and explained that he recently assisted in a job fair that received over 300 resumes and 600 participants. The communities affected by these CORI issues are often Dorchester and other city areas. He asked the Commissioners not to forget these forgotten areas and forgotten people.

There was discussion about legislation which made significant changes to the CORI laws last session. Those changes had been discussed at the prior meeting of the Commission and there will be other hearings in the future which explore the issues of barriers to employment including, CORI and disability

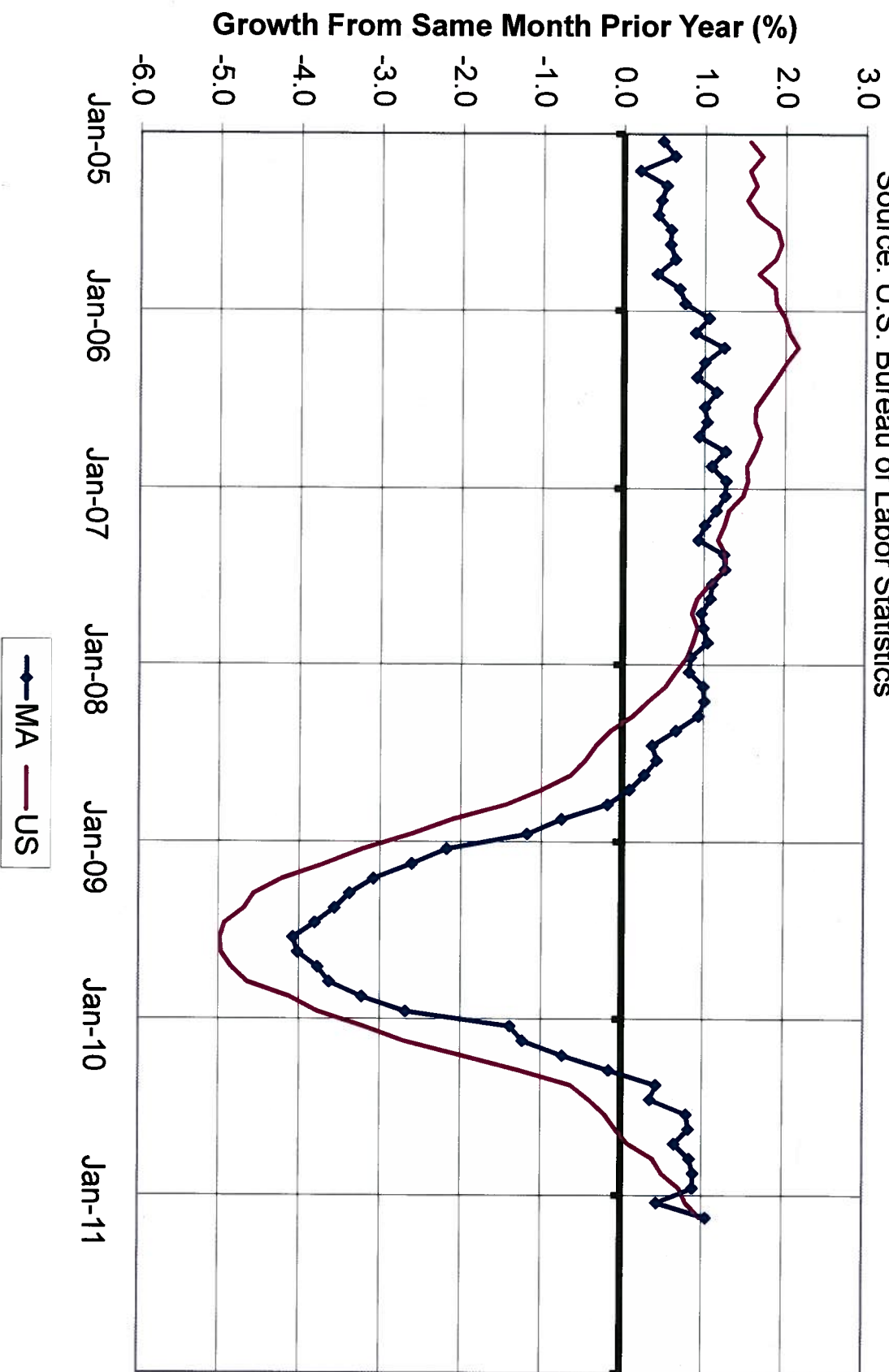
Documents Distributed:

- Dr. Alan Clayton-Matthews Presentation Handouts
 - Massachusetts and U.S. Payroll Employment Growth – January 2005 – January 2010
 - Population, Employment, and Employment Rates, 2007-2030
 - Massachusetts unemployment rates by demographics.
 - Massachusetts and U.S. Payroll Employment Growth – January 1960 – January 2010
- Undersecretary Price Presentation Handouts:
 - 101: Massachusetts Workforce System EOLWD Power Point
- Commissioner Carr Presentation Handout:
 - EOHHS Agencies with work components
- Workforce Investment Boards and Regional Employment Boards Handouts:
 - Regional Workforce Investment Profiles FY2010 handout
 - Metro South/West Regional Employment Board Contact list and LIFT power point

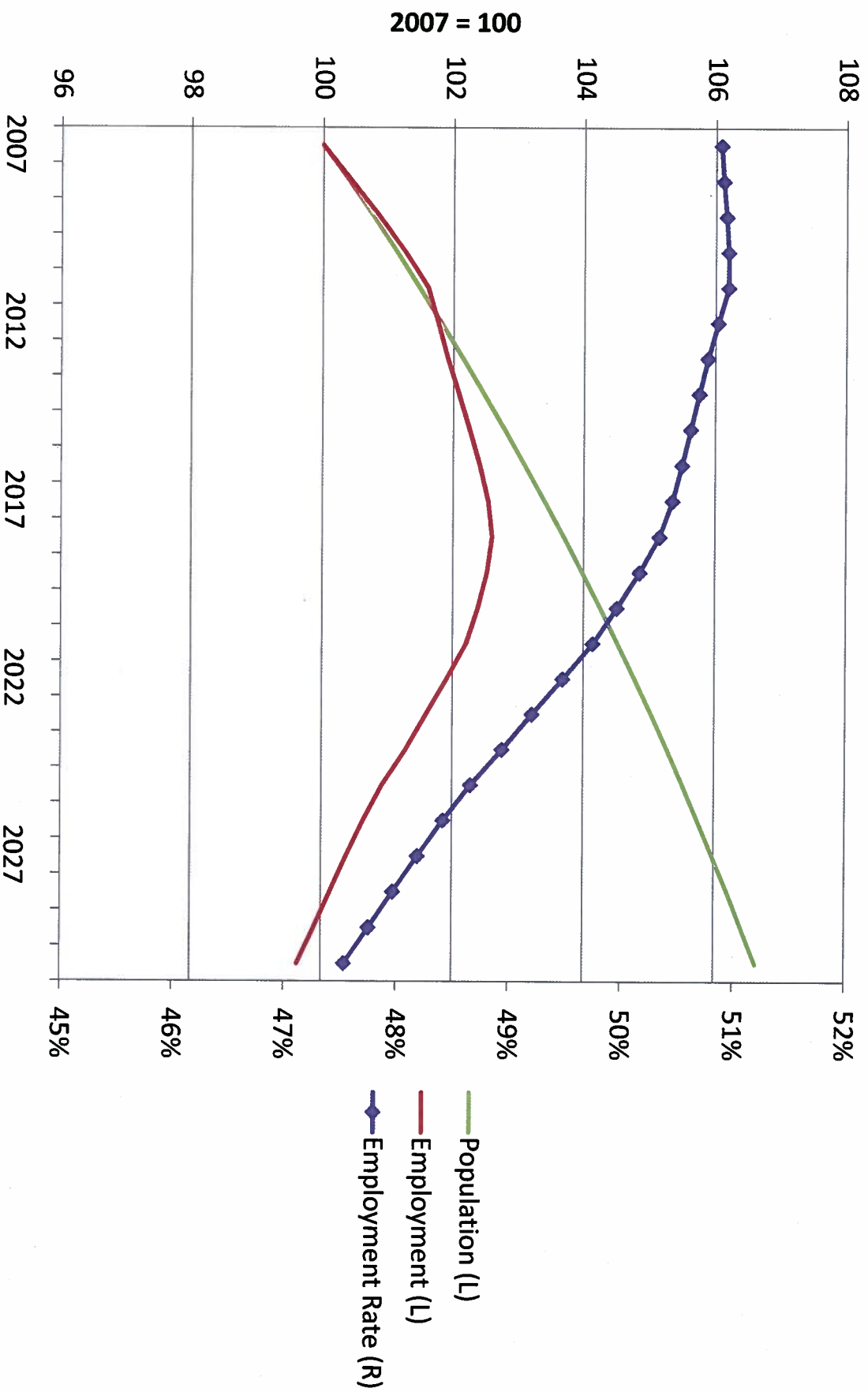
- Regional Workforce Board Profile for Massachusetts Workforce Board Association

Massachusetts and U.S. Payroll Employment Growth

Source: U.S. Bureau of Labor Statistics

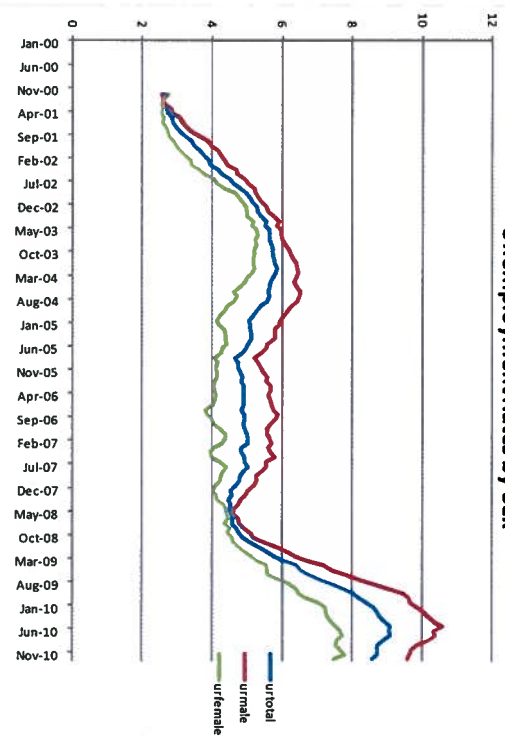


Population, Employment, and Employment Rates, 2007 - 2030

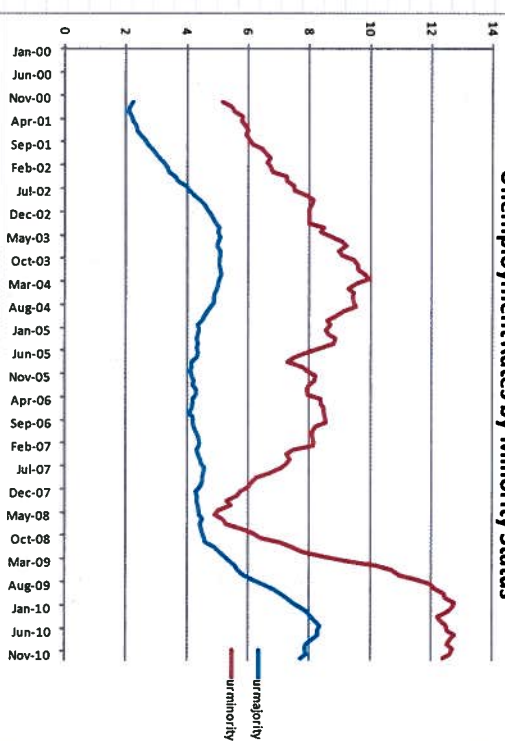


Massachusetts unemployment rates by demographics.

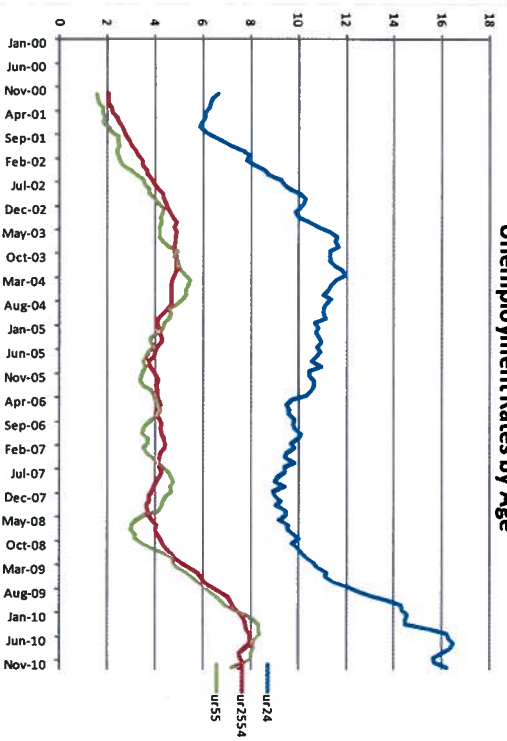
Unemployment Rates by Sex



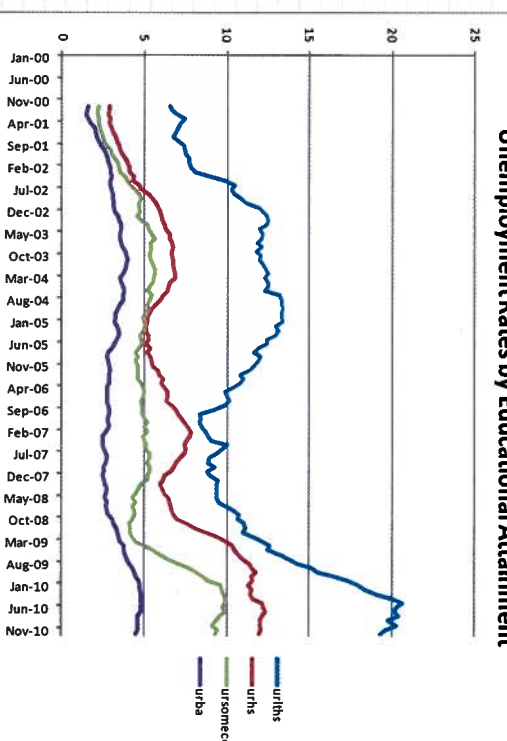
Unemployment Rates by Minority Status



Unemployment Rates by Age

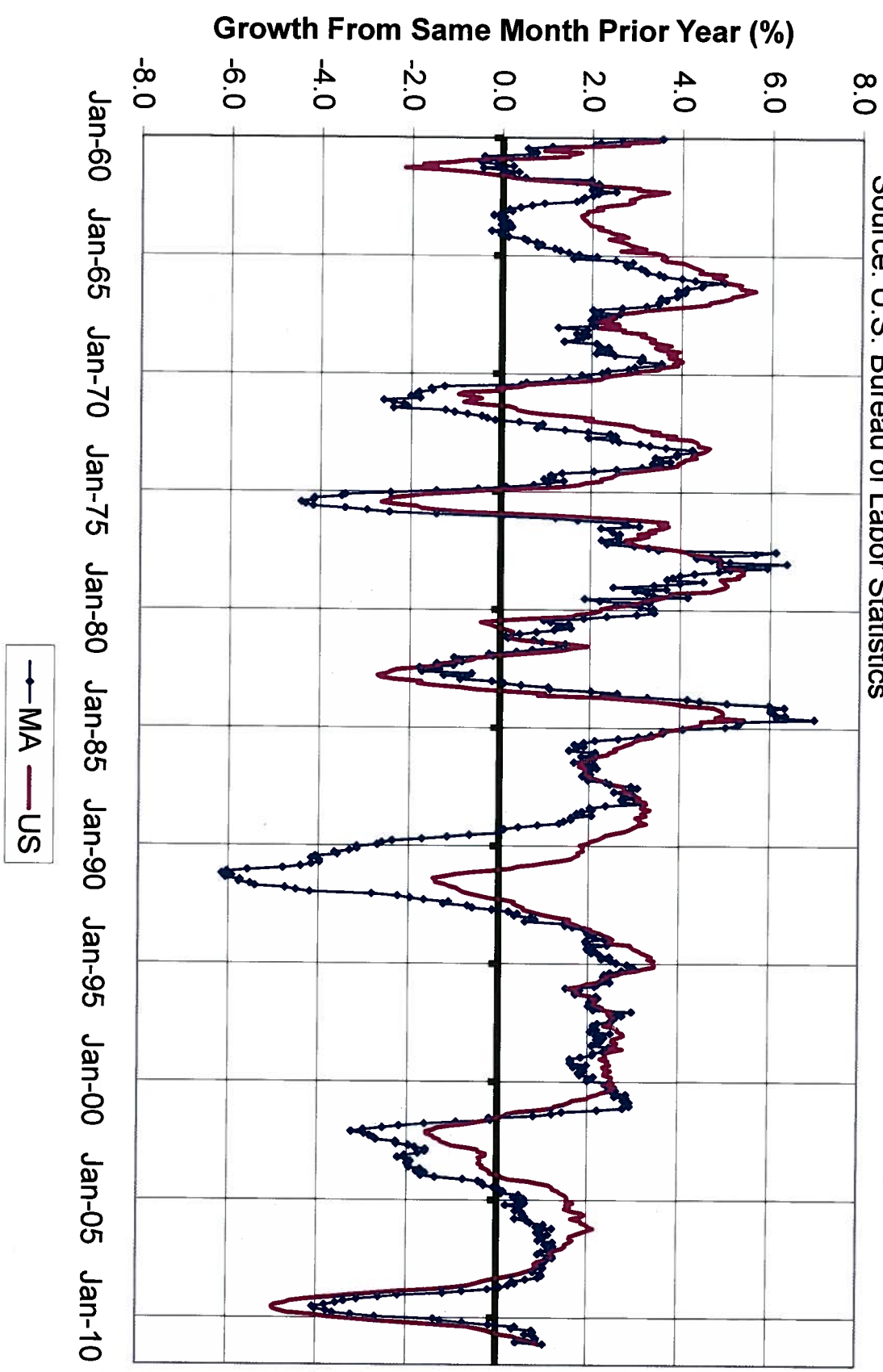


Unemployment Rates by Educational Attainment



Massachusetts and U.S. Payroll Employment Growth

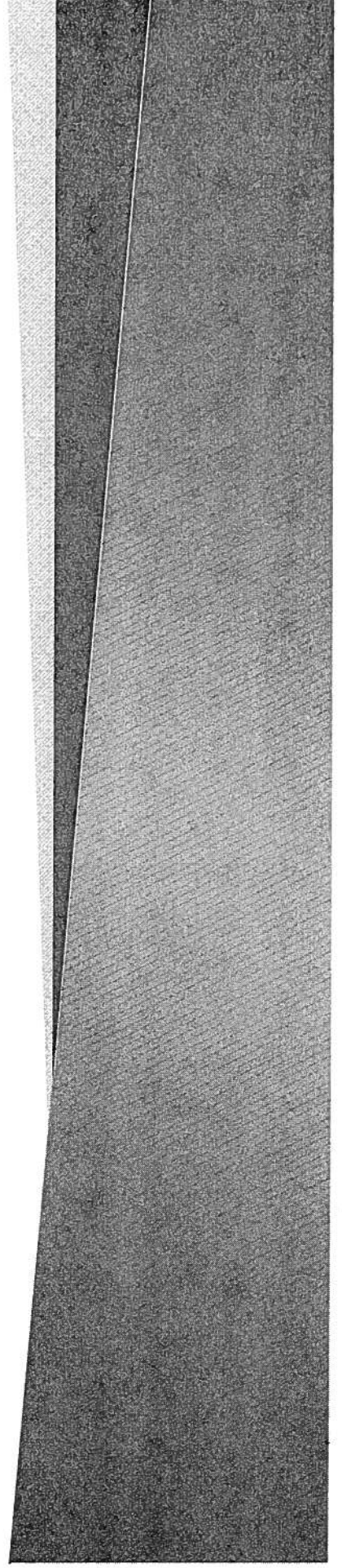
Source: U.S. Bureau of Labor Statistics



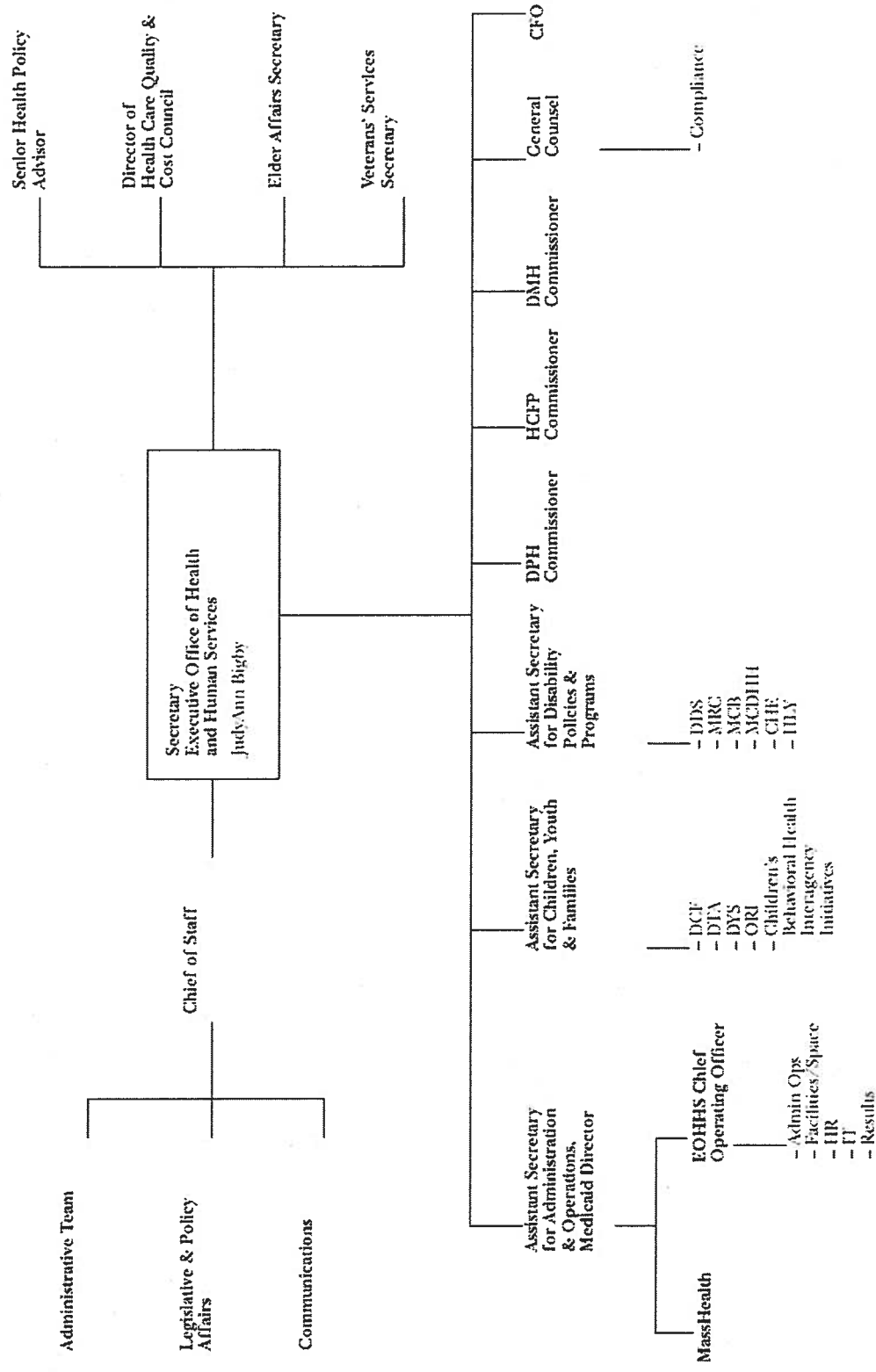


EOHHS Agencies with Work Components

Presented to Jobs Creation Committee
by Charles Carr, Commissioner (MRC)



EOHHS Agencies



Children, Youth & Family Cluster

Below are the EOHHS – Children, Youth & Family agencies that have an employment component(s):

- ▶ Dept of Transitional Assistance (DTA)
Employment Service Program

Employing family providers.

Dept of Transitional Assistance (DTA)

Employment Service Program – is a statewide program administered by DTA to assist recipients of Transitional Aid to Families with Dependent Children (TAFDC) in transitioning to employment that will provide them with economic self-sufficiency. The programs are supported by both state funds as well as the federal Temporary Assistance to Needy Families (TANF).

The following ESP programs are provided to all DTA clients:

1. Competitive Integrated Employment Services (CIES)

Dept of Transitional Assistance (DTA)

2. **Employment Ready (CIES Model I)** – is designed to help TAFDC clients adapt to the work environment and to the job search process in a structured and supportive atmosphere. It is geared to serve individuals who have work experience or who are returning to the labor market after an absence of not more than two years. Employment Ready is a program that helps participants obtain and maintain employment. Employment Ready is an intensive 20–30 hour per week activity. The duration of the activity will vary by provider. It includes job readiness, job search skills instruction and practice, case management and staff directed job search activities in a comprehensive supportive delivery system that leads to successful job placement. It may also include a skills training activity.

Dept of Transitional Assistance (DTA)

3. **Employment Training and Education (CIES Model II)** – is specifically designed to serve clients with minimal barriers to employment. The range of training services include: initial activities which are predominantly short-term (average 4–12 weeks in duration). Examples of such activities include:
- Business Skills Training, Child Care Training, Clerical Training and training Certified Nurse's Aide (CNA), Computer/Data Entry Clerk, Customer Service, Dental Assistants, Electronics Assembly, Food Services, Home Health Aide, Legal Secretary, and Medical Office Skills.

Clients may then be placed in work sites where they can earn wages.

Dept of Transitional Assistance (DTA)

4. **Employment Supports (CIES Model III)** – is specifically designed to serve clients with moderate barriers to employment. The program components include Employment Supports Services, Employment Supports Work, Job Placement, Employment/Retention services, and follow-up services. The range of services which are short-term programs average 4–12 weeks in duration. Depending on the vendor, clients may be placed in highly supportive work sites where they can earn wages in addition to receiving a reduced TAFDC grant while transitioning into an unsubsidized job.

Dept of Transitional Assistance (DTA)

5. Enhanced Employment Supports (CIES Model IV) – is specifically designed to serve clients with significant barriers to employment. Providers utilize an individualized approach that assists clients in reaching self-sufficiency through comprehensive assessment, job placement with initial employment services and ongoing support services. The initial activities are short-term (average 4–12 weeks in duration). Clients who have been unable to meet the criteria of other ESP programs or who have been unsuccessful in those programs may be appropriate for the more intensive services offered to obtain and maintain employment.

Disability Services Cluster

Below are the EOHHS – Disability Services Cluster agencies that have an employment component(s):

- ▶ **Department of Developmental Services (DDS)**
Mass Clubhouse
Community Based Flexible Supports
- ▶ **Department of Mental Health (DMH)**
Employment Services
- ▶ **Massachusetts Commission for the Blind (MCB)**
Vocational Rehabilitation Program
- ▶ **Massachusetts Rehabilitation Commission (MRC)**
Vocational Rehabilitation Services

Getting people with disabilities employed.

Dept of Mental Health (DMH)

The Dept of Mental Health provides employment for consumers through a relationship with Massachusetts Clubhouse Coalition (MCC).

- ▶ The Mass Clubhouse Coalition is a non-profit organization committed to helping people with long term mental illness find and secure employment, housing, education, services and support in the community. MCC membership includes over 15,000 Massachusetts residents who have mental illness and the 32 recovery and rehabilitation centers called "Clubhouses" that help to sustain them.

Dept of Mental Health (DMH)

- ▶ Community Based Flexible Supports – provides rehabilitative interventions and supports in partnership with clients and their families to promote and facilitate recovery. Services include interventions and supports that manage psychiatric symptoms in the community, restore or maintain independent living in the community, restore or maintain daily living skills, promote wellness and the management of medical conditions and assist clients to restore or maintain and use their strengths and skills to undertake employment.

Dept of Development Services (DDS)

Dept of Developmental Services offers employment services through DDS contractors and other state agencies to offer a range of employment services for young adults with intellectual disabilities. When comparing employment service providers, families will find that some specialize in placement and support, while others specialize in comprehensive planning and assessment, and others do it all.

- ▶ DDS Employment Services – develops a career plan to identify a job search direction and job-finding process, created with input from the young adult and his/her family.
 - DDS assesses skill and interest; arranges job try-outs and job-shadowing experiences; time limited job training; resume development; job development assistance; job coaching; follow-up supports; arranges reasonable accommodations at job site; travel training; and guidance on the impact of earning an income on public benefits.

Mass. Commission for the Blind (MCB)

Mass. Commission for the Blind provides a wide range of social and rehabilitation services to legally blind Massachusetts residents of all ages. Agency services may address a number of varied needs of an individual blind person.

- ▶ The MCB's Vocational Rehabilitation Program is designed to provide vocational rehabilitation services to enable eligible legally blind individuals to obtain and maintain gainful employment. Services include consumer evaluation, education (including tuition, fees, and books), training, provision of adaptive equipment and use of assistive technology, information on job opportunities and job placement. The program has a Technology Unit that provides rehabilitation engineering services as well as adaptive equipment

Mass. Rehabilitation Commission (MRC)

Mass. Rehabilitation Commission (MRC) is responsible for Vocational Rehabilitation Services, Community Services, and eligibility determination for the Social Security Disability Insurance (SSDI) and the Supplemental Security Income (SSI).

- ▶ MRC's Vocational Rehabilitation Services assists individuals with disabilities to obtain and maintain employment. The program helps individuals with physical, psychiatric, cognitive and/or learning disabilities face the challenges of today's job market. This may include identifying job goals based on individual interests and aptitudes, providing funds for college and vocational training, assessing worksite accommodations, providing on the job training, educating employers about the Americans with Disabilities Act, or assisting an individual returning to work after adjusting to a new disabling condition. Vocational rehabilitation programs are directed towards overcoming barriers to employment.

Mass. Rehabilitation Commission (MRC)

Priority is given to those individuals with the most severe disabilities and multiple services needs.

In FY2010, the MRC Vocational Rehabilitation Program helped approximately 3,200 people with most severe disabilities to obtain stable employment.

Thank you!

For more information please contact Charles
Carr, Commissioner at charles.carr@state.ma.us
or 617.204.3601.

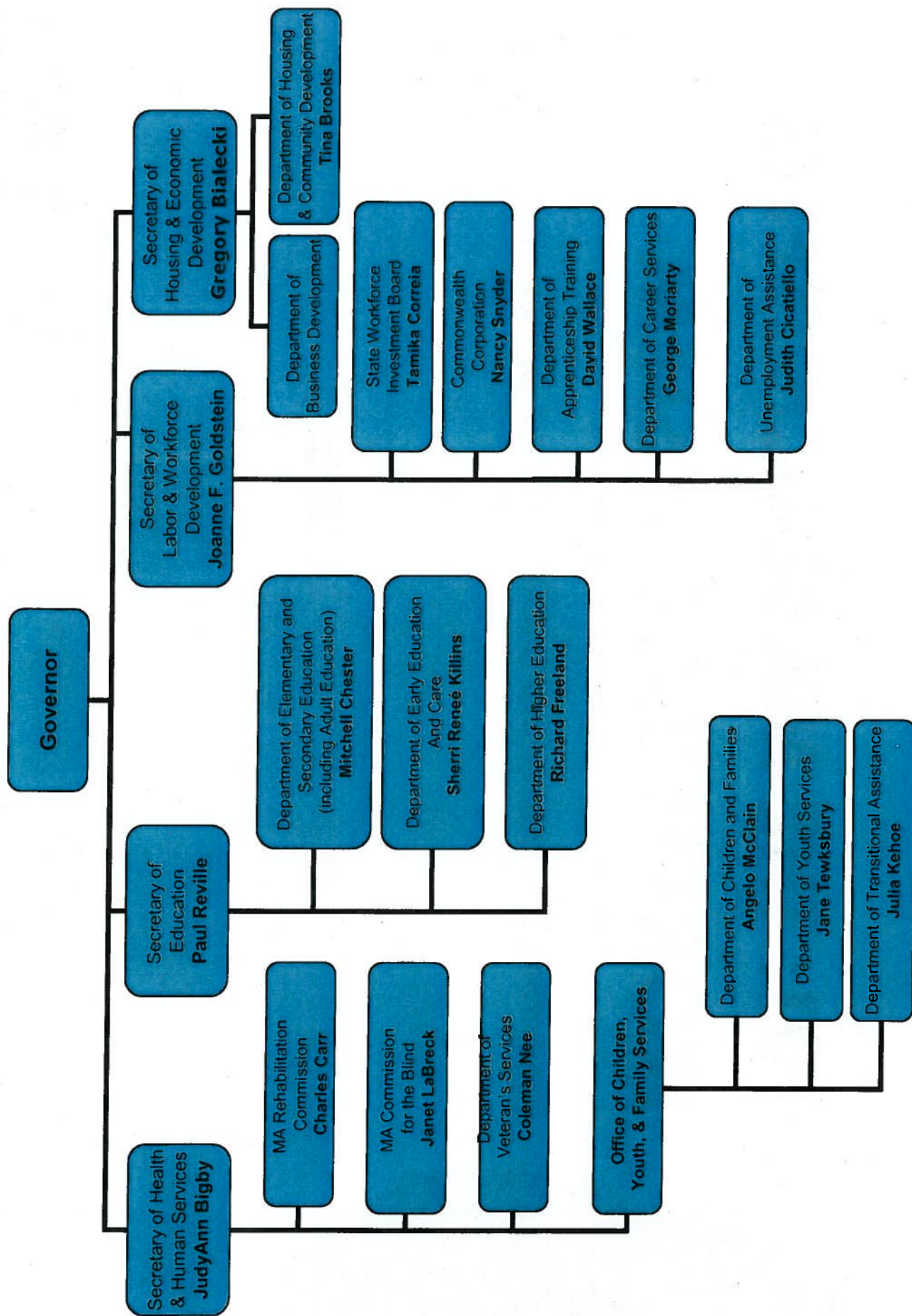




101: THE MASSACHUSETTS WORKFORCE SYSTEM

Executive Office of Labor and Workforce Development





NOTE: Additional executive departments and divisions of the state are not reflected in this chart. Only major workforce development partners are included.

FY10 Field Resources for WFD System

EOHED/ HHS/ EOEA

**Employment
Programs**
\$56.8 million

**Adult Ed &
Incumbent
Worker Training**
\$59.8 million

**One-Stop
Career Centers**
\$88.5 million

Youth Funding
\$49.8 million

DOE Youth Programming – \$23.0 million (Youth through Perkins, Career and Tech Ed, Connecting Activities, MCAS Remediation grades) Served: 130,331
WIA Youth Programming – \$16.4 million 3,900+ youth
State Summer Jobs – \$9.5 million 5,289 youth
DYS BOG Grants – \$982K 311 youth

MRC - \$22.7 million Vocational Rehabilitation Employment Services Served: 27,245
CBDG/HUD – \$12.7 million Served: 6,129
DTA - \$18.9 million Employment Services Program Served: 11,456
EOEA-CBOs Senior Employment Program - \$2.5 million Served: 274

DOE Adult Basic Education – \$32.0 million 8,562 ABE enrolled 12,549 ESOL enrolled
EOLWD – Incumbent Worker Training – Workforce Training Fund \$21 million Workforce Competitive Trust Fund \$6.8 million

Core Career Center Funding \$47.1 million (Workforce Investment Act field allocations for Adults, Disability, Wagner-Peyser; TANF) Job Seekers Served 211,761 Employers Served: 12,000+
Dislocated Worker Resources: WIA DW, Rapid Response & National Emergency Grants* \$31.4 million <i>*Only for workers laid off from specific companies</i> (11,568 people served of 211,761)
TRADE* \$10 million 2,962 Trained (included in 211,761) <i>*Only for dislocated workers at TRADE certified companies.</i>



Workforce Development Mission

The mission of the workforce Development system is to **connect people and businesses** to job opportunities and job training across the Commonwealth.

The federally funded public system provides:

- unemployment assistance to job seekers,
- job matching services,
- labor market information and
- connections to education and training.

EOLWD supports Workforce Boards and One-Stop Career Centers as the cornerstone of the workforce development system.



KEY PRINCIPLES of WFD System

- Provide services to job seekers and employers – **dual customer focus**.
- **Streamline services** through better integration at the local level through a one-stop delivery system.
- **Empower individuals** through choice, provision of information and support by One-Stop partners.
- **Provide “universal access”** to One-Stop Career Center system and to core employment related services (i.e. serve anyone who walks through the door).
- **Increase accountability** through use of performance measures.



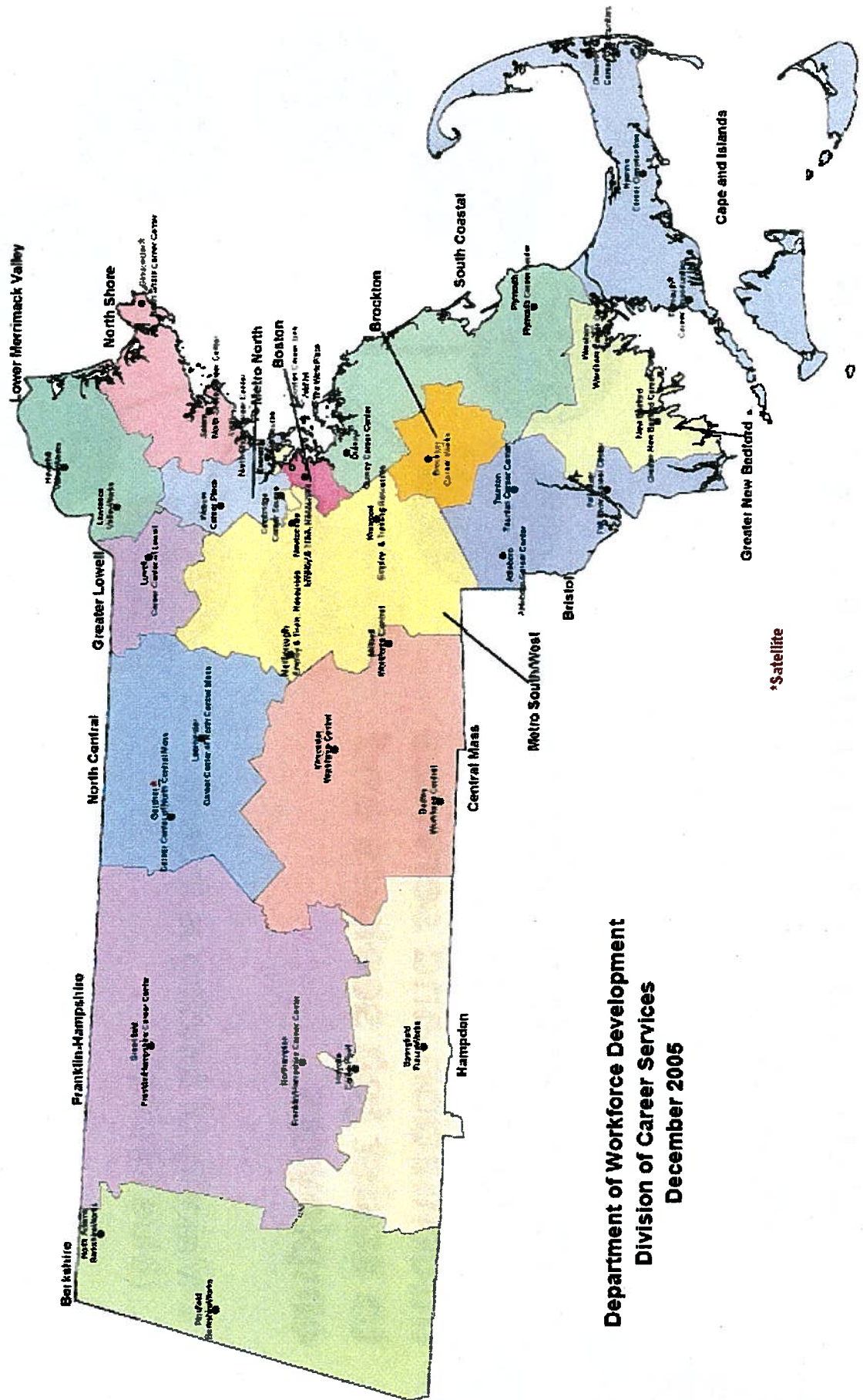
Regional System

The MA workforce investment system is a centrally guided, locally implemented system.

Regional partners:

- 16 Local Workforce Investment Areas (LWIA)
- 37 One-Stop Career Centers (chartered by Boards)

Massachusetts Workforce Areas and One-Stop Career Centers

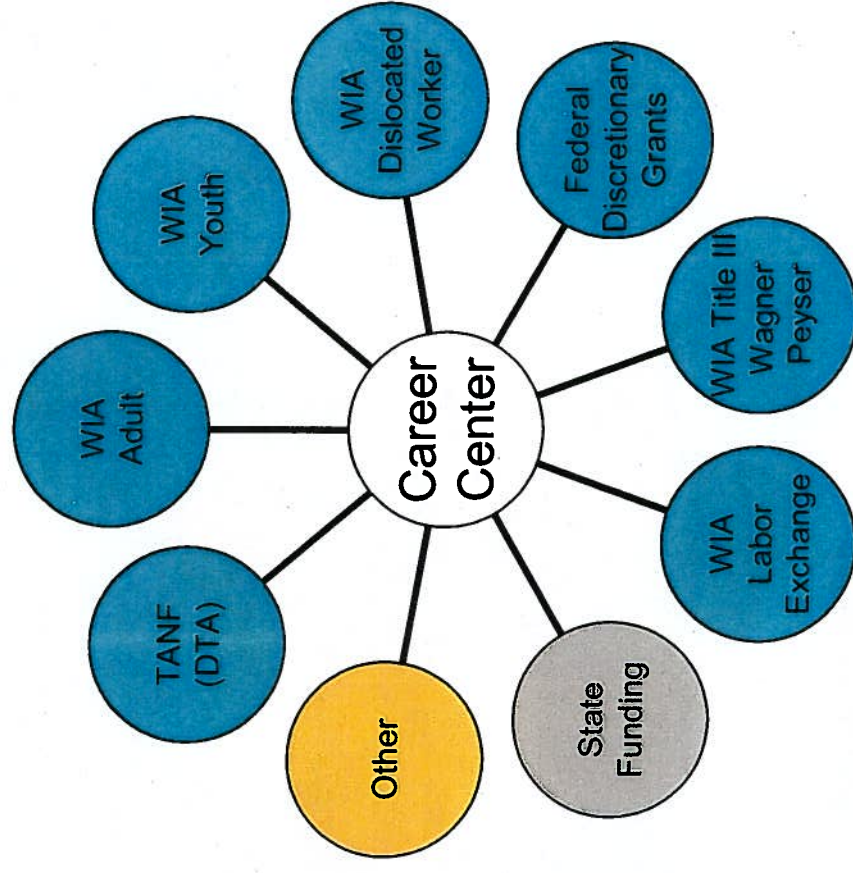


Department of Workforce Development
Division of Career Services
December 2005

OSCCs – Customer Access Point

OSCCs provide access to an extensive array of information and services to assist job seekers and employers

- Majority of funding is federal (blue circles)





Job Seeker Services at OSCCs

- Job search assistance and access to online job listings
- On-Site employer recruitments
- Career counseling, support services
- Workshops
- Access to resources including PCs, reference materials, resume building software, and economic data
- Unemployment insurance walk-in services
- Access to and information on education & training



Employer Services at OSCCs

- Access to qualified applicants (Talent Quest)
- Applicant pre-screening, testing and assessment
- Posting of jobs (JobQuest, EmployOn)
- Assistance with small & large-scale recruitment, major job fairs
- Targeted mailings
- Rapid Response Services
 - Onsite outplacement services including, OSCC orientation, job fairs and placement services
 - WorkSharing – the alternative to lay offs
- Rental of conference rooms
- Labor market information (MassStats)
- Information on Training Grants (Workforce Training Fund)
- Information on Federal and State Employer Financial Incentives
 - WOTC - Work Opportunity Tax Credit
 - USDOL – Apprenticeship Program



Statewide Rapid Response

- **Rapid Response** is an *layoff aversion and outplacement program* designed to respond to major layoffs and plant closings by quickly coordinating services and providing immediate aid to affected companies and their workers.
- Over the past two years, approximately **1,955 people** have been served by the Rapid Response unit with funding from **National Emergency Grants**.



Statewide Training Resources

- **Workforce Training Fund**
 - **General Grants:** Since the first round of grants in March 1999, through FY2010, the fund has awarded \$169 million to 2,358 Massachusetts companies to train 249,403 Massachusetts workers.
- **Hiring Incentive Training Grant (HITG)**
 - Grants to train new workers who were previously unemployed of up to \$2,000 per trainee, up to a maximum of \$30,000 per year per company, are available.



Results of Workforce Training Grants

Employer Results and Outcomes (FY2010 Grants)

- **Increased Company's Productivity: 93.6%**
 - 93.6% of employers reported *(in their end-of-grant summary)* improved productivity as a result of the training grant.
- **Increased Competitiveness: 92%**
 - 92% of employers reported improved competitiveness as a result of the training grant.
- **Employers Providing Raises: 44%**
 - 44% of employers reported pay increases granted to employers as a direct result of training.
- **Employers Providing Promotions: 55%**
 - 55% of employers reported promotions granted to 866 employees as direct result of the training.
- **Employers with New Hires: 47.6%**
 - 47.6% of employers reported new hires totaling 319 as a direct result of the training.
- **Employers Preventing Layoffs: 35%**
 - 35% of employers reported layoffs prevented with 392 layoffs as a direct result of the training.



Statewide Training Resources

Sector Initiatives

- ECCLI, NUCLI, BEST, BayStateWorks, Workforce Competitiveness Trust Fund (current)
- **31 regional training partnerships** since 2007
- **Range of industries** including health care, manufacturing, clean energy, life sciences, trades, financial services and hospitality.



Results of Sector Programs

Goal: Employer Results (report in progress)

Goal: New Curriculum/New Pathways (2010)

- 8 in manufacturing (*advanced machineing*)
- 4 in general automotive and marine trades
- 10 in clean energy (*trades up to 4 year*)
- Health care (*on-line, employer based, community college partnerships*)
- IT/Life Sciences
- Finance

Goal: Job Placement, Promotions, Wage Increases

- Obtained Employment: 641 of 724
- Average hourly wage at placement: \$12.75
- Received wage increase: 1,016 of 1,357
- Attained Skill Credential 2,102 of 2,975



FY10 Career Center Service Stats

2010 Services:

Employer Services-

- Career Centers served **12,737 employers**
- Job Orders, Job Fairs, Training Assessments, grants, Rapid Response

Job Seekers Services-

- Career Centers served **211,761 job seekers**
- Career Centers served **109,164 UI claimants**
- Career Centers served **11,282 Veterans**
- Career Centers served **13,121 Individuals with Disabilities**
- Career Centers placed **17,781 job seekers in training**



FY10 Job Seeker Stats

STATEWIDE CUSTOMER STATS

○ **Ages:**

- 21 and under – 32,758 (16%)
- 22 to 45 – 101,942 (48%)
- 46 to 54 – 42,611 (20%)
- 55 and up – 34,449 (16%)

○ **Education**

- High School or Less – 105,358 (49.7%)
- Some College or Vocational Degree – 26,352 (12.4%)
- Bachelors – 30,190 (14.3%)
- Advanced Degree – 12,156 (5.7%)



FY10 Job Placement Outcomes

Job Outcomes for OSCC customers (FY10)

Universal Access

- **76,000 showed employment records** for all individuals who exit services in 1st quarter after exit.

Case Managed Customers


- Certain funding streams within OSCC resource provide the customer with a job counselor, education and training resources etc.
- 88% placement rate (of 2,205) for **dislocated workers receiving services through a National Emergency Grant** at \$18.22/hour.
- 81% (of 3,511) of **dislocated workers** who were enrolled in the Workforce Investment Act Dislocated Worker funding stream at \$18.04/hour. 2,338 of those individuals earned a credential as well.
- 70% (of 1,842) of **low-income, low-skilled adults** served through the Workforce Investment Act Adult funding stream were employed at \$12.61/hour and almost all of the 1,286 earned a skill credential



Unemployment Assistance

The Division of Unemployment Assistance (DUA)

- **Manages the Unemployment Insurance program**, which provides temporary income support to workers who have lost their jobs through no fault of their own
- **Manages the Medical Security Program**, which provides the continuation of health insurance benefits to unemployed workers who meet certain income criteria
- **Manages the WorkSharing Program**, which allows workers in a company to share reduced work hours while also collecting unemployment insurance benefits to supplement their reduced wages.
- **Gathers and disseminates information** about the Massachusetts economy, its industries and its growth patterns.



Apprenticeship Training

The Division of Apprenticeship Training is responsible for promoting and servicing apprenticeships in Massachusetts, in both traditional trades as well as in emerging industry sectors.

- **Approve and register apprenticeship programs** in Massachusetts
- **Issue ID's** current state law requires all registered apprentices to possess
- **Monitor approved programs** to ensure that they are adhering to stated curricula.
 - The Division oversees almost 600 apprentice programs annually, in which 7,000 workers employed by approximately 15,000 companies are participating.
- **Formal partnerships with schools and agencies** to open up a diverse set of apprentice pathways to offset declining apprenticeships in the Trades/construction due to a slow down in the big dig. 20+ MOUs.



Contact Information

- MA Career Centers:
www.mass.gov/careercenters
- Overview of FY10 Resources:
www.commcorp.org
(click on “Workforce Investment Profiles” links)

**Job Demand Trends in Massachusetts:
Industries that have grown in last year**

- **Health Care** – grew by 11,500 jobs
- **Retail Trade** – grew by 6,500 jobs
- **Accommodation & Food Service** – grew by 6,300 jobs
- **Employment Services (Temp Firms) & Services to Buildings** – grew by 5,100 jobs

**Job Demand Trends in Massachusetts:
Industries that have grown in last year**

- **Education Services** – grew by 4,600 jobs
- **Professional, Scientific & Technical** (computer systems, design services, consulting services, research & development) – grew by 4,200 jobs
- **Arts, Entertainment & Recreation** – grew by 2,700 jobs
- **Information** – grew by 700 jobs
- **Manufacturing** – down by 500, but niche demand
- **Wholesale Trade** – grew by 400 jobs

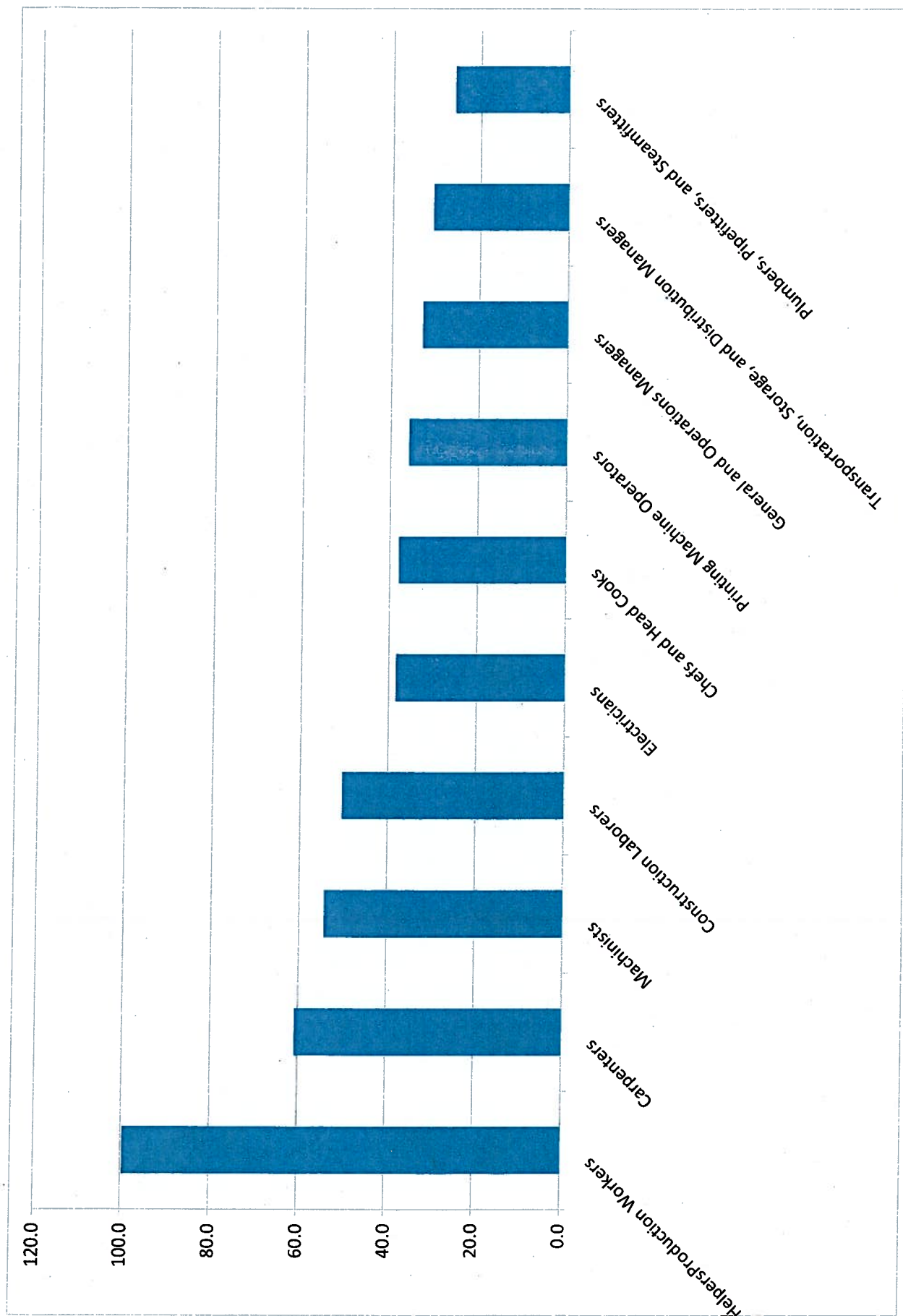
Top Ten Jobs in State Jobquest System

www.mass.gov/jobquest

1. Registered Nurses	1822
2. Computer Systems Analysts	1474
3. Computer Software Engineers, Applications	905
4. Customer Service Representatives	847
5. Sales Managers	844
6. Computer and Information Systems Managers	749
7. Marketing Managers	556
8. Retail Salespersons	542
9. First-Line Supervisors/Managers of Retail Sales Workers	532
10. Computer Support Specialists	478

26,554 Jobs Posted in JobQuest

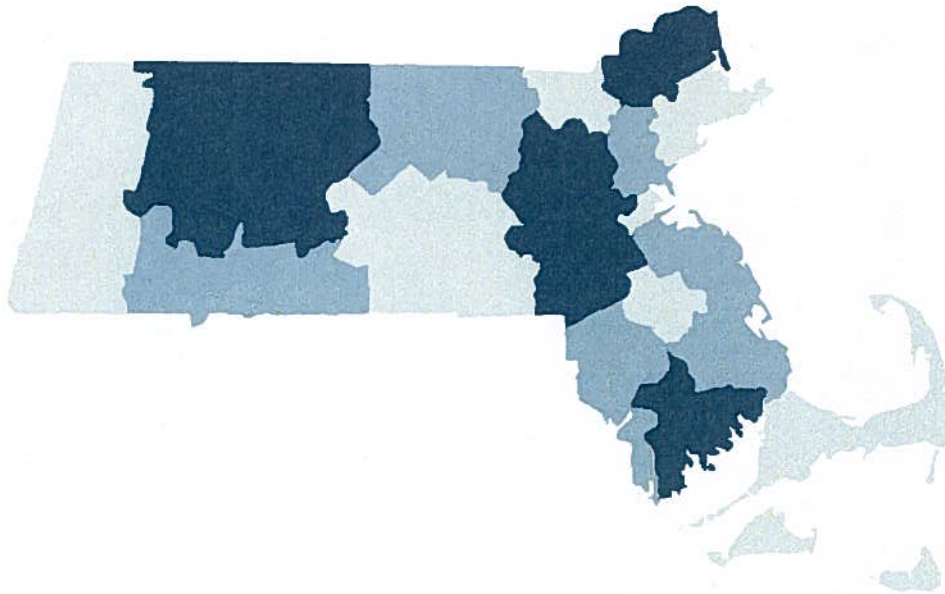
Occupational Category (SOC)	# Open Job Orders
Management Occupations	5,094
Computer and Mathematical Occupations	4,044
Healthcare Practitioner and Technical Occupations	3,053
Office and Administrative Support Occupations	2,497
Sales and Related Occupations	2,225
Architecture and Engineering Occupations	1,775
Business and Financial Operations Occupations	1,707
Life, Physical, and Social Science Occupations	924
Healthcare Support Occupations	792
Community and Social Services Occupations	709
Food Preparation and Serving Related Occupations	594
Production Occupations	574
Arts, Design, Entertainment, Sports, and Media Occupations	466
Transportation and Material Moving Occupations	427
Installation, Maintenance, and Repair Occupations	385
Education, Training, and Library Occupations	382
Building and Grounds Cleaning and Maintenance Occupations	237
Protective Service Occupations	201
Construction and Extraction Occupations	153
Personal Care and Service Occupations	152
Legal Occupations	87
Farming, Fishing, and Forestry Occupations	71
Military Specific Occupations	5



Commonwealth of Massachusetts

Regional Workforce Investment Profiles

FY2010



**Executive Office of Labor and
Workforce Development**

Deval L. Patrick—Governor

Timothy P. Murray—Lt. Governor

Joanne F. Goldstein-Secretary, Labor and Workforce Development



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FY2010 Workforce Investment Resources for Local Service Delivery

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FY2010 Workforce Investment Resources for Local Service Delivery

Introduction

The Regional Workforce Investment Profiles is an annual publication that includes details of major Massachusetts workforce development programs, available resources or funds and the number of individuals served during a fiscal year. The Fiscal Year 2010 edition includes federal and state funds allocated to local workforce areas during state fiscal year 2010—July 1, 2009 through June 30, 2010. The programs are divided into four segments – those for the Transitional workforce, the Emerging workforce, the Incumbent workforce and Adult Basic Education (ABE)/English for Speakers of Other Languages (ESOL) services. Summary information about public higher education is also included.

The Workforce Investment Act of 1998 names an array of possible partners and programs to be considered in each state's workforce investment system. All of those programs are included in this publication, with the exception of the U.S. Department of Labor's Job Corps program, which has three Massachusetts locations in North Grafton, Devens, and Chicopee. Job Corps centers are operated for USDOL by private companies through a competitive contracting process.

The information presented for each program or resource includes the program name, the amount of resources available during FY2010, and the number of people served during the same time period. Funding Notes for each table provide additional information about programs such as their source of funding, target population, services provided, and distribution of funds. State and local workforce development partner agencies provided the information on program resources and service levels. The funding amounts reported in this document were available for workforce development within workforce areas and do not include any resources that state agencies may have used for administration, technical assistance or other state activities.

The Regional Workforce Investment Profiles are produced by an interagency workgroup of state agencies, facilitated by Commonwealth Corporation, under the auspices of the Massachusetts Workforce Investment Board (MWIB) and the Executive Office of Labor and Workforce Development (EOLWD).

Participating Agencies and Organizations:

- Commonwealth Corporation
- Department of Elementary and Secondary Education
- Department of Higher Education
- Department of Housing and Community Development
- Executive Office of Elder Affairs
- Executive Office of Health and Human Services
- Department of Transitional Assistance
- Massachusetts Commission for the Blind
- Massachusetts Rehabilitation Commission
- Executive Office of Labor and Workforce Development
- Department of Workforce Development (DWD)
- DWD's Division of Career Services
- DWD's Division of Unemployment Assistance
- Massachusetts Workforce Investment Board

FY2010 Workforce Investment Resources for Local Service Delivery

Workforce Segments

The tables in this report presenting the amount of resources and the numbers of people served are organized into four workforce segments:

- **Emerging Workforce:** In-school and out-of-school, at-risk youth age 14–24 that are, or soon will be, new entrants into the workforce.
- **Transitional Workforce:** Employed workers seeking new jobs, and unemployed individuals transitioning back into the workforce, including funding for individuals with multiple barriers to employment.
- **Incumbent Workforce:** Employed workers that need additional education and training in order to advance in or retain current employment.
- **ABE/ESOL:** Workers with needs in Adult Basic Education (ABE) or English for Speakers of Other Languages (ESOL).

A separate section provides information about public higher education, including state appropriations, enrollments and degrees awarded. Information on the total public preK-12 school system is not included.

How Public Funds Are Distributed

Authorizing legislation for state or federally funded programs usually includes a description of how the funding will be distributed. Two common types of distribution are formula and competitive funds.

Formula Funds

Many funding sources authorized by the Congress or the Massachusetts Legislature are designated as formula funds to be distributed equitably across a geographic area (nationwide or statewide). Equitable distribution to states, or to local areas, is calculated based on a needs analysis formula. Programs utilize different indicators of need such as unemployment rate, poverty rate, high school dropout rate, public assistance caseloads, etc. Funding streams are distributed according to various geographic divisions such as school districts, counties, or workforce investment areas.

Competitive Funds

Several funding sources are designated as competitive funds to be awarded through a competitive procurement process. A competitive procurement process typically includes a published request for proposals (RFP), a bidder conference, and a proposal review process leading to the selection of one or more service providers or grantees.

American Recovery and Reinvestment Act (ARRA) Funding

On February 17, 2009, the American Recovery and Reinvestment Act of 2009 (ARRA) was signed into law by the President. This \$787 billion Recovery plan includes federal tax cuts and incentives, an expansion of unemployment benefits, support for infrastructure modernization projects, and funding for a wide variety of programs including education and workforce development. The Recovery Act is intended both to create and save jobs as well as to spur economic activity and invest in long-term economic growth.

Some of the programs listed in the Profiles received ARRA appropriations. In many cases, the funding has been awarded through regional allocations consistent with the formulas in the program's enabling legislation. For other funding, state and national competitive processes resulted in additional grant awards for local regions. The ARRA funds have been listed as separate sections within the tables for their corresponding workforce programs. Where ARRA funding was used for new initiatives, the programs have been included as new sections for the appropriate workforce segment. The bulk of the expenditures occurred in FY2010, although some awards have funding available through FY2011.

FY2010 Workforce Investment Resources for Local Service Delivery

Total Funding \$271.3 Million in FY2010

A total of \$271.3 million was available from state and federal programs for workforce development in FY2010, the tenth year of the Workforce Investment Act implementation in Massachusetts. The total funding represented a dramatic increase of \$46.6 million from the FY2009 level, primarily due to the availability of ARRA funds. Much more than half of the total funds (60%) were targeted to the transitional workforce (Table A1). The balance of the funds was targeted to the three other workforce segments: emerging workforce (26%), ABE/ESOL (12%), and incumbent workforce (2%)¹.

Table A1: FY2010 Total Resources: Funding Sources by Workforce Segments

Segment	State		Federal		ARRA (Federal)		Total	
	Resources	Col. %	Resources	Col. %	Resources	Col. %	Resources	Col. %
Emerging Workforce	\$11,260,192	18%	\$35,869,067	25%	\$23,888,013	36%	\$71,017,272	26%
Transitional Workforce	\$23,360,160	37%	\$96,716,212	68%	\$41,396,439	62%	\$161,472,811	60%
Incumbent Workforce	\$5,166,827	8%	\$599,953	1%	\$999,955	2%	\$6,766,735	2%
ABE/ESOL	\$23,710,206	37%	\$8,330,989	6%	\$0	0%	\$32,041,195	12%
TOTAL	\$63,497,385	100%	\$141,516,221	100%	\$66,284,407	100%	\$271,298,013	100%
Public Higher Education	\$739,438,593	---	---	---	\$230,270,707	---	\$969,709,300	---

As shown in Table A1, there are major differences in the workforce segments supported by state and federal funds. About 37% of the state dollars are for the transitional workforce and about the same share (37%) of dollars are for ABE/ESOL, with the balance of funds for emerging workforce (18%) and incumbent workers (8%). Federal funds (i.e., annual appropriations) are heavily weighted towards the transitional workforce (68%) and emerging workforce (25%), with the ABE/ESOL allocation only about 6% of the total. The ARRA supplemental funding continued this emphasis in federal funding, although there were more funds for the emerging workforce (36%), primarily for youth summer jobs. There was no ARRA supplemental allocation for Adult Basic Education. Very few federal dollars are spent on incumbent worker programs.

State funds represent a little over 23% of the total FY2010 resources (Table A2); annual federal appropriations were 52% of the total and ARRA funding made up one-quarter (25%) of the resources. State funds are the main support for incumbent workforce and ABE programs, contributing three-fourths of the resources. Federal and ARRA funds were the source of five out of every six dollars spent on emerging and transitional workforce programs.

Table A2: FY2010 Total Resources: Workforce Segments by State, Federal and ARRA Shares

Segment	State		Federal		ARRA (Federal)		Total	
	Resources	Row %	Resources	Row %	Resources	Row %	Resources	Row %
Emerging Workforce	\$11,260,192	16%	\$35,869,067	50%	\$23,888,013	34%	\$71,017,272	100%
Transitional Workforce	\$23,360,160	14%	\$96,716,212	60%	\$41,396,439	26%	\$161,472,811	100%
Incumbent Workforce	\$5,166,827	76%	\$599,953	9%	\$999,955	15%	\$6,766,735	100%
ABE/ESOL	\$23,710,206	74%	\$8,330,989	26%	\$0	0%	\$32,041,195	100%
TOTAL	\$63,497,385	23%	\$141,516,221	52%	\$66,284,407	25%	\$271,298,013	100%
Public Higher Education	\$739,438,593	76%	---	---	\$230,270,707	24%	\$969,709,300	100%

¹ Funding available for incumbent worker programs, almost entirely dependent on state resources, saw additional reductions in FY2010 and the share of total resources for such programs fell to just a little over 2% of the total.

FY2010 Workforce Investment Resources for Local Service Delivery

State Funding

The Commonwealth provided \$63.5 million, or 23%, of local workforce development resources in FY2010. State funding declined overall by almost \$15 million from FY2009 levels. There were reductions in all four workforce segments, with decreases of \$6 million in incumbent worker programs, \$4 million for transitional workforce, over \$2 million for emerging workforce, and a little less than \$2 million for ABE/ESOL. With reductions in the state budget during the past two years, combined with the effect of adding ARRA funding to the total base, the state's share of workforce investment resources has fallen from 40% in FY2008 to 32% in FY2009 and then down to 23% in FY2010. Even with these cuts, the State investment in ABE/ESOL and incumbent worker program is the primary source of funds, representing over three quarters of the available funding for both segments.

Federal Funding

Federal funding from annual appropriations provided \$141.5 million, or 52%, of local workforce development resources in Massachusetts during FY2010. Federal funding decreased about \$5 million from FY2009 levels, with the decrease, on a net bottom line basis, coming all in the transitional workforce segment. Even with the reductions, seven out of every ten dollars (68%) were targeted to the transitional workforce and one quarter (25%) to the emerging workforce. Federal funding is the primary source of funding for transitional workforce and emerging workforce programs. About 6% of federal funds were targeted to ABE and ESOL programs, and there were few federal funds for incumbent worker programs (less than 1%).

ARRA Funding

Funding from the American Recovery and Reinvestment Act (ARRA) provided \$66.3 million, or over 24%, of the FY2010 local workforce investment resources. ARRA dollars were responsible, on a net basis, for the FY2010 increase of \$46.5 million from FY2009, resulting in a total over \$271.2 million dollars. This is the highest level of resources for the programs included in the Workforce Investment Profiles since the beginning of this report series in FY2002. Without this ARRA funding, reductions in state and federal funding would have totaled \$19.8 million, or a 9% decrease from FY2009. ARRA funds were primarily supplements to the federal programs included in the Profiles and thus 98% of the ARRA funds supported emerging workforce (36%) and transitional workforce (62%) programs. While a small portion of the ARRA funds are available through FY2011, given the unlikely prospect of increases in state and federal appropriations, the local workforce system will see a significant contraction of resources in FY2011 to the lowest levels since the passage of the Workforce Investment Act.

Public Higher Education

Since the FY2008 edition of the Workforce Investment Profiles, state appropriations for the public higher education system have been included in the report but as a separate category excluded from the total summary of local workforce investment resources. The total amount of the higher education appropriations from the FY2010 General Appropriations Act (GAA), adjusted for reductions during the year, was over \$739 million, with \$188 million for the 15 community colleges, \$171 million for the 9 colleges in the state university system, and \$380 million for the 5 campuses of the University of Massachusetts. This was a decrease of \$168 million, or 23%, from the final FY2009 levels (GAA adjusted by 9C cuts.) The higher education system, however, received over \$285 million in ARRA State Fiscal Stabilization Funds (ARRA SFSF), to cover both FY2009 and FY2010 budget reductions and other needs allowable under SFSF rules. Public higher education will also receive ARRA SFSF resources for FY2011. The ARRA SFSF resources for FY2009 to FY2011 will be used to maintain the colleges and universities at the pre-rescission FY2009 GAA level of \$969.7 million.

FY2010 Workforce Investment Resources for Local Service Delivery

Table A3: FY2008, FY2009 and FY2010 Total Workforce Investment Resources, by Segment

Segment	FY2008	FY2009	FY2009-FY2008		FY2010	FY2010-FY2009	
	Resources	Resources	Difference	Pct	Resources	Difference	Pct
Emerging Workforce	\$48,539,111	\$49,694,804	\$1,155,693	2%	\$71,017,272	\$21,322,468	43%
Transitional Workforce	\$130,157,066	\$130,188,977	\$31,911	0%	\$161,472,811	\$31,283,834	24%
Incumbent Workforce	\$30,078,374	\$11,186,144	-\$18,892,230	-63%	\$6,766,735	-\$4,419,409	-40%
ABE/ESOL	\$33,864,295	\$33,672,515	-\$191,780	-1%	\$32,041,195	-\$1,631,320	-5%
TOTAL	\$242,638,846	\$224,742,440	-\$17,896,406	-7%	\$271,298,013	\$46,555,573	21%
Higher Education	\$925,519,000	\$969,709,300	\$44,190,300	5%	\$969,709,300	\$0	0%

Comparison of FY2008, FY2009, and FY2010 Workforce Investment Resources by Segment

The table above compares the resources by workforce segments as reported in the FY2008, FY2009, and FY2010 Workforce Investment Profiles. Although efforts have been made to adjust and revise the data series as needed, cross-year comparisons should be viewed with caution, as there may be program and/or reporting differences in the way some programs have been included across the three-year period.

Total funding for the programs included in the Workforce Investment Profiles increased by \$46.6 million from \$224.7 million in FY2009 to \$271.3 million in FY2010, or about 21% of the FY2009 total. As cited before, ARRA dollars were responsible, on a net basis, for this increase from FY2009 levels. There are differences from the overall trend for the four workforce segments and the key issues are highlighted in the following summary. See detailed Tables 2 through 13 for descriptions of programs referenced in this brief overview.

Emerging Workforce

- Total funding increased by about \$21.3 million in FY2010, which is a significant increase of 43% over FY2009 levels. In recent years prior to FY2010, youth programs overall had seen relatively modest increases each year since FY2005 (\$41 million).
- The federal WIA Youth appropriation decreased by about \$2 million but the federal Perkins IV funding awards increased by about \$1.6 million.
- The state funding for YouthWorks remained about the same, with all funds spent on the summer jobs program. There were reductions in state funding for some other programs, most notably Connecting Activities was cut by about \$2 million.
- The ARRA funding for WIA Youth of \$21.1 million and for the Byrne Youth Jobs Program of \$2.8 million resulted in the net gain for this segment of \$21 million. In the absence of ARRA funds, emerging workforce programs would have declined by 5% or \$2.6 million, mostly due to cuts in state spending.

Transitional Workforce

- Total funding increased by about \$31.3 million in FY2010, which is a significant increase of 24% over FY2009 levels. Overall funding for this segment had been relatively stable the past few years.
- In the Transitional Workforce segment, many federal programs saw increases over FY2009 primarily as a result of ARRA funds. Labor exchange services in the One-Stop Career Centers were supported by an additional \$6 million in ARRA funds for Wagner Peyser and Reemployment Services. WIA programs for Dislocated Workers (\$7.8 million) and Low-income Adults (\$6.9 million) saw substantial net increases due to ARRA, even though their federal formula grants saw significant decreases. The Senior Community Service Employment Programs also received about \$2.5 million in ARRA funds.

FY2010 Workforce Investment Resources for Local Service Delivery

- ARRA statewide 15% funds were used to award \$5.5 million for demonstration projects and national Department of Labor ARRA funds supported \$5.2 million in State Energy Sector Partnership grants.
- The Department of Transitional Assistance's Employment Services Programs (ESP), primarily dependent on state funding, saw a reduction in expenditures of about \$6 million. Combined with similar reductions in FY2009, ESP program funding has been reduced by 37% from FY2008 levels.
- ARRA funding for this segment totaled \$41.4 million. Without these funds, reductions in state and federal formula funds for the transitional workforce would have resulted in a loss of \$10.1 million, or about 8% of the FY2009 level.

Incumbent Workforce

- This segment has been funded over the years primarily with state resources and state budget reductions continued to dramatically affect the availability of funding, with a decrease of \$4.4 million in FY2010.
- Workforce Training Fund awards were reduced by \$6.2 million, continuing the reductions that started in FY2009. Much of the funding for this program was restored in the second half of the year but this did not result in additional grant awards until FY2011.
- The Workforce Competitiveness Trust Fund has not received additional funding since its initial appropriation in the FY2006 Stimulus Bill and issued only two grant awards totaling \$430,000 in FY2010.
- A new workplace education initiative, Learn at Work, was supported by \$2 million in ARRA, WIA, and state Adult Basic Education funding.
- With total resources of \$6.8 million, funding for this segment was only about one fifth of the levels seen in FY2007 and FY2008.

ABE/ESOL

- Total funding decreased by \$1.6 million in FY2010, which is a cut of 5% from the FY2009 level. The decrease in expenditures was the result of state budget reductions.

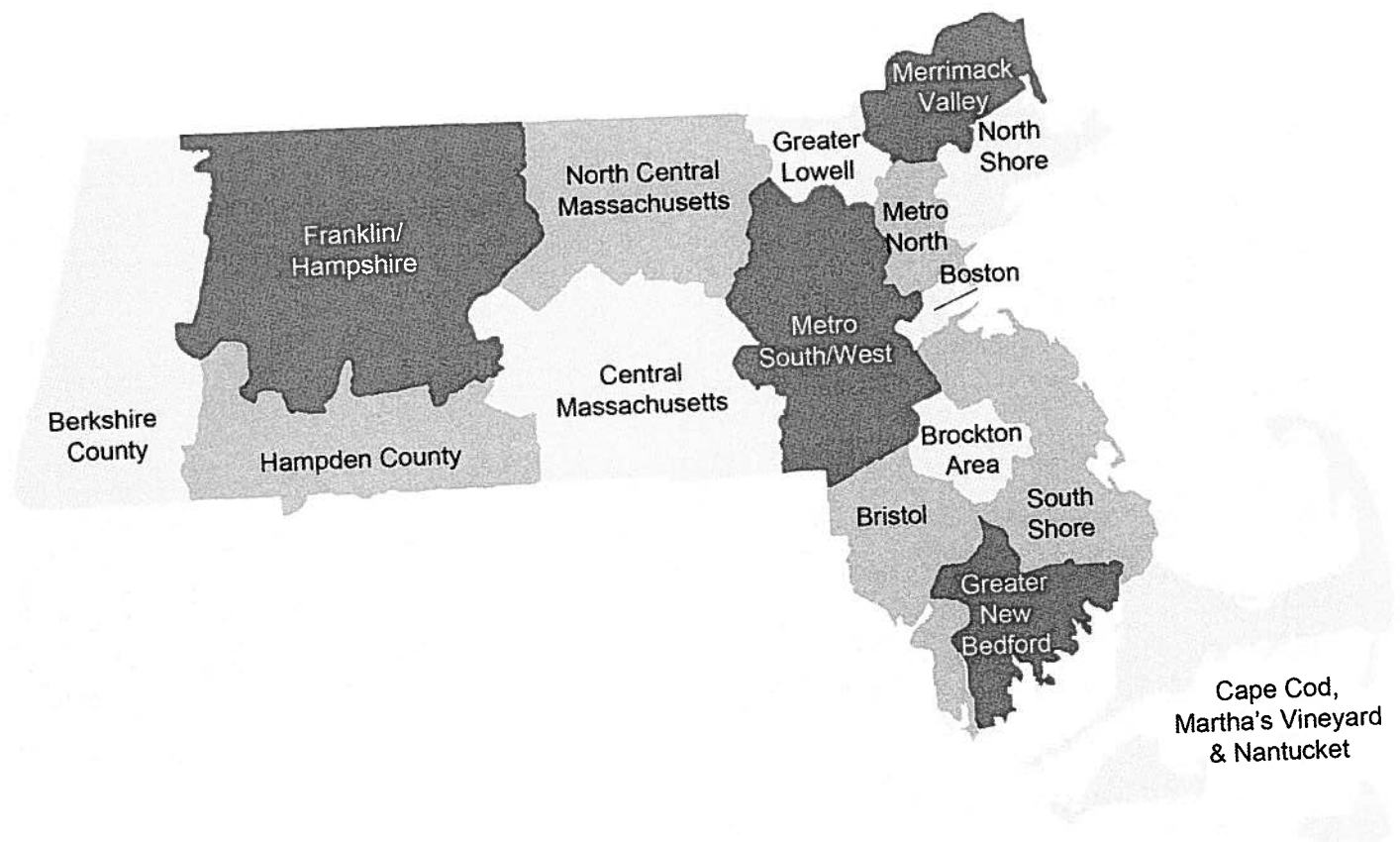
FY2010 Summary of Workforce Investment Resources

Table 1 (page 8) lists the funding resources available during FY2010 for each of the four workforce investment segments—emerging, transitional, incumbent, and ABE/ESOL—as well as for public higher education. It also shows the state, federal and ARRA contribution for each program or funding source within each segment. The details of these resources, broken down by workforce investment area, are presented in Tables 2 through 13. Table 14 presents a summary of all resources for each workforce investment area.

See the map on page 7 for a delineation of workforce investment areas. A list of the cities and towns in each workforce area can be found on page 50.

FY2010 Workforce Investment Resources for Local Service Delivery

Map of Local Workforce Investment Areas



FY2010 Workforce Investment Resources for Local Service Delivery

Table 1: FY2010 Workforce Investment Resources Summary

	State Resources	Federal Resources	ARRA Resources	TOTAL	
EMERGING WORKFORCE					
Table 2					
Career/Vocational Technical Education Grades 9-12		\$14,603,530		\$14,603,530	
Career/Vocational Technical Education Post-Secondary		\$4,843,608		\$4,843,608	
MCAS Academic Support: Work-and-Learning	\$915,732			\$915,732	
MCAS Academic Support: OSCC Pathways	\$707,341			\$707,341	
Connecting Activities Grades 10-12	\$1,980,000			\$1,980,000	
WIA Title I Low-Income Youth Services		\$16,421,929	\$21,112,332	\$37,534,261	
YouthWorks State Summer Jobs Program	\$6,675,000			\$6,675,000	
Byrne Youth Jobs Program for New Communities			\$2,775,681	\$2,775,681	
Bridging the Opportunity Gap (BOG)	\$982,119			\$982,119	
Emerging Workforce Total	\$11,260,192	\$35,869,067	\$23,888,013	\$71,017,272	26.2%
TRANSITIONAL WORKFORCE					
Table 3					
Wagner Peyser-10% (OSCC: One-Stop Career Centers)		\$1,146,112	\$241,904	\$1,388,016	
Wagner Peyser-90% (OSCC)		\$10,315,007	\$2,177,133	\$12,492,140	
Re-Employment Services (OSCC)			\$4,000,000	\$4,000,000	
USDOL/SSA Disability Program Navigator (OSCC)		\$450,000		\$450,000	
One-Stop Career Center State Appropriation (OSCC)	\$4,994,467			\$4,994,467	
Table 4					
WIA Title I Dislocated Workers (OSCC)		\$12,181,898	\$12,734,068	\$24,915,966	
Natl Emergency Grants/Rapid Response Set-Aside (OSCC)		\$6,076,168	\$489,696	\$6,565,864	
Trade Adjustment Assistance (OSCC)		\$10,025,172		\$10,025,172	
Table 5					
WIA Title I Low Income Adults (OSCC)		\$14,903,106	\$8,562,618	\$23,465,724	
TAFDC Employment Services Programs (OSCC)	\$335,344	\$16,908		\$352,252	
Table 6					
TAFDC Comprehensive Integrated Employment Services	\$9,962,229	\$502,297		\$10,464,526	
TAFDC Additional Employment Services Programs	\$8,068,120	\$406,796		\$8,474,916	
Table 7					
Senior Community Service Employment Program (SCSEP)		\$12,160,785	\$2,540,026	\$14,700,811	
Table 8					
Community Service Block Grants (CSBG)		\$1,561,411		\$1,561,411	
Job Links and Moving to Work (HUD)		\$1,814,920		\$1,814,920	
Public Housing/Vouchers Family Self-Sufficiency (HUD)		\$2,463,747		\$2,463,747	
Table 9					
MA Commission for the Blind: Vocational Rehabilitation		\$2,880,408		\$2,880,408	
MA Rehabilitation Commission: Vocational Rehabilitation		\$19,811,477		\$19,811,477	
Table 10					
ARRA Demonstrations & State Energy Sector Partnership			\$10,650,994	\$10,650,994	
Transitional Workforce Total	\$23,360,160	\$96,716,212	\$41,396,439	\$161,472,811	59.5%
INCUMBENT WORKFORCE					
Table 11					
Workforce Training Fund Programs	\$3,667,400			\$3,667,400	
Extended Care Career Ladder Initiative (ECCLI)	\$669,427			\$669,427	
Workforce Competitiveness Trust Fund (WCTF)	\$430,000			\$430,000	
Learn-at-Work Program (ARRA/WIA/ABE)	\$400,000	\$599,953	\$999,955	\$1,999,908	
Incumbent Workforce Total	\$5,166,827	\$599,953	\$999,955	\$6,766,735	2.5%
ADULT BASIC EDUCATION					
Table 12					
ABE/ESOL (DESE ACLS)	\$23,710,206	\$8,330,989		\$32,041,195	11.8%
TOTAL FY2010 WORKFORCE INVESTMENT RESOURCES					
State/Federal Share	23.4%	52.2%	24.4%	100%	
FY2010 PUBLIC HIGHER EDUCATION (Table 13)					
	\$739,438,593	---	\$230,270,707	\$969,709,300	

FY2010 Workforce Investment Resources for Local Service Delivery

Funding Notes

Table 2: Emerging Workforce

Department of Elementary and Secondary Education

Career/Vocational Technical Education

The count of secondary school students enrolled in career/vocational technical education includes those enrolled in a career/vocational technical education program in public school districts and collaboratives. The count of postsecondary students enrolled in career/vocational technical education includes those enrolled in a career/vocational program in the state's 17 public two-year colleges and in regional vocational technical schools. Career/vocational technical education is funded through a number of local, state, and federal sources, including the Carl D. Perkins Career and Technical Education Improvement Act of 2006 resources listed in Table 2.

MCAS Academic Support Work-and-Learning and One-Stop Career Center Pathways

The Massachusetts Department of Elementary and Secondary Education (ESE) provided state academic support funds for "work and learning" programs on the secondary level which provided instruction in English language arts and mathematics integrated with structured internships for students in the classes of 2003-2010 who have taken and not yet passed the 10th grade Competency Determination, under the Massachusetts Comprehensive Assessment System (MCAS). Schools, workforce development partners, community colleges and other community-based organizations were eligible to apply for these competitively funded grants. In addition, academic support funds supported One-Stop Career Centers which provided options for post-12th grade students who needed further support to attain the skills necessary to pass the MCAS by addressing the unique academic, employment and career needs of those young adults. One-Stop Career Centers working in collaboration with local Workforce Investment Boards and other partners were eligible to apply for these funds.

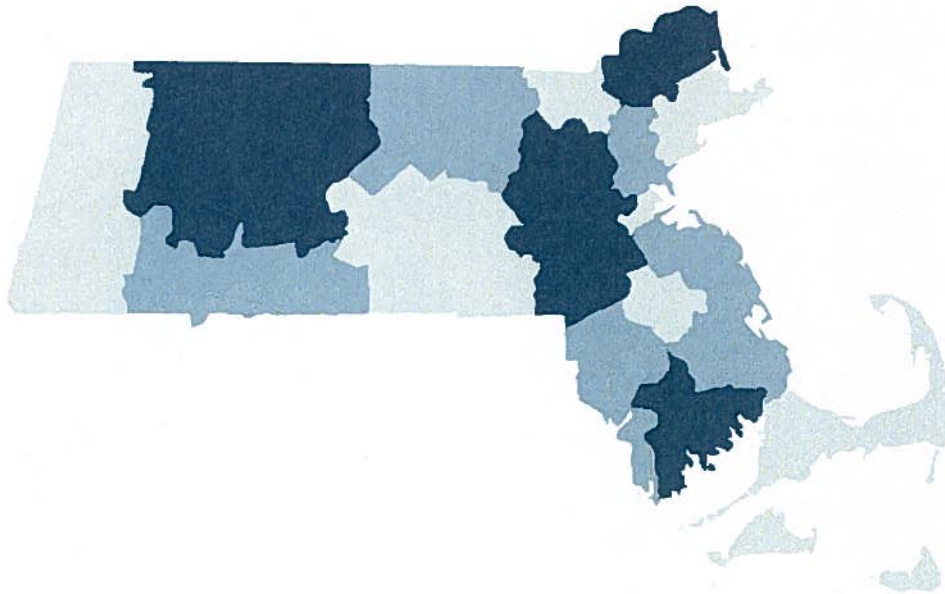
Connecting Activities

Connecting Activities is a Department of Elementary and Secondary Education led initiative designed to drive and sustain the statewide school-to-career system. Working in partnership with the Executive Office of Labor and Workforce Development, it establishes public-private partnerships through Massachusetts' sixteen local Workforce Investment Boards. It connects schools and businesses to provide structured work-based learning experiences for students that support both academic and employability skill attainment. Through Connecting Activities, students achieve more learning hours by extending the classroom to the workplace while providing them an opportunity to develop strong employability skills on the job.

Commonwealth of Massachusetts

Regional Workforce Investment Profiles

FY2010



**Executive Office of Labor and
Workforce Development**

Deval L. Patrick—Governor

Timothy P. Murray—Lt. Governor

Joanne F. Goldstein-Secretary, Labor and Workforce Development



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FY2010 Workforce Investment Resources for Local Service Delivery

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FY2010 Workforce Investment Resources for Local Service Delivery

Introduction

The Regional Workforce Investment Profiles is an annual publication that includes details of major Massachusetts workforce development programs, available resources or funds and the number of individuals served during a fiscal year. The Fiscal Year 2010 edition includes federal and state funds allocated to local workforce areas during state fiscal year 2010—July 1, 2009 through June 30, 2010. The programs are divided into four segments – those for the Transitional workforce, the Emerging workforce, the Incumbent workforce and Adult Basic Education (ABE)/English for Speakers of Other Languages (ESOL) services. Summary information about public higher education is also included.

The Workforce Investment Act of 1998 names an array of possible partners and programs to be considered in each state's workforce investment system. All of those programs are included in this publication, with the exception of the U.S. Department of Labor's Job Corps program, which has three Massachusetts locations in North Grafton, Devens, and Chicopee. Job Corps centers are operated for USDOL by private companies through a competitive contracting process.

The information presented for each program or resource includes the program name, the amount of resources available during FY2010, and the number of people served during the same time period. Funding Notes for each table provide additional information about programs such as their source of funding, target population, services provided, and distribution of funds. State and local workforce development partner agencies provided the information on program resources and service levels. The funding amounts reported in this document were available for workforce development within workforce areas and do not include any resources that state agencies may have used for administration, technical assistance or other state activities.

The Regional Workforce Investment Profiles are produced by an interagency workgroup of state agencies, facilitated by Commonwealth Corporation, under the auspices of the Massachusetts Workforce Investment Board (MWIB) and the Executive Office of Labor and Workforce Development (EOLWD).

Participating Agencies and Organizations:

- Commonwealth Corporation
- Department of Elementary and Secondary Education
- Department of Higher Education
- Department of Housing and Community Development
- Executive Office of Elder Affairs
- Executive Office of Health and Human Services
- Department of Transitional Assistance
- Massachusetts Commission for the Blind
- Massachusetts Rehabilitation Commission
- Executive Office of Labor and Workforce Development
- Department of Workforce Development (DWD)
- DWD's Division of Career Services
- DWD's Division of Unemployment Assistance
- Massachusetts Workforce Investment Board

FY2010 Workforce Investment Resources for Local Service Delivery

Workforce Segments

The tables in this report presenting the amount of resources and the numbers of people served are organized into four workforce segments:

- **Emerging Workforce:** In-school and out-of-school, at-risk youth age 14–24 that are, or soon will be, new entrants into the workforce.
- **Transitional Workforce:** Employed workers seeking new jobs, and unemployed individuals transitioning back into the workforce, including funding for individuals with multiple barriers to employment.
- **Incumbent Workforce:** Employed workers that need additional education and training in order to advance in or retain current employment.
- **ABE/ESOL:** Workers with needs in Adult Basic Education (ABE) or English for Speakers of Other Languages (ESOL).

A separate section provides information about public higher education, including state appropriations, enrollments and degrees awarded. Information on the total public preK-12 school system is not included.

How Public Funds Are Distributed

Authorizing legislation for state or federally funded programs usually includes a description of how the funding will be distributed. Two common types of distribution are formula and competitive funds.

Formula Funds

Many funding sources authorized by the Congress or the Massachusetts Legislature are designated as formula funds to be distributed equitably across a geographic area (nationwide or statewide). Equitable distribution to states, or to local areas, is calculated based on a needs analysis formula. Programs utilize different indicators of need such as unemployment rate, poverty rate, high school dropout rate, public assistance caseloads, etc. Funding streams are distributed according to various geographic divisions such as school districts, counties, or workforce investment areas.

Competitive Funds

Several funding sources are designated as competitive funds to be awarded through a competitive procurement process. A competitive procurement process typically includes a published request for proposals (RFP), a bidder conference, and a proposal review process leading to the selection of one or more service providers or grantees.

American Recovery and Reinvestment Act (ARRA) Funding

On February 17, 2009, the American Recovery and Reinvestment Act of 2009 (ARRA) was signed into law by the President. This \$787 billion Recovery plan includes federal tax cuts and incentives, an expansion of unemployment benefits, support for infrastructure modernization projects, and funding for a wide variety of programs including education and workforce development. The Recovery Act is intended both to create and save jobs as well as to spur economic activity and invest in long-term economic growth.

Some of the programs listed in the Profiles received ARRA appropriations. In many cases, the funding has been awarded through regional allocations consistent with the formulas in the program's enabling legislation. For other funding, state and national competitive processes resulted in additional grant awards for local regions. The ARRA funds have been listed as separate sections within the tables for their corresponding workforce programs. Where ARRA funding was used for new initiatives, the programs have been included as new sections for the appropriate workforce segment. The bulk of the expenditures occurred in FY2010, although some awards have funding available through FY2011.

FY2010 Workforce Investment Resources for Local Service Delivery

Total Funding \$271.3 Million in FY2010

A total of \$271.3 million was available from state and federal programs for workforce development in FY2010, the tenth year of the Workforce Investment Act implementation in Massachusetts. The total funding represented a dramatic increase of \$46.6 million from the FY2009 level, primarily due to the availability of ARRA funds. Much more than half of the total funds (60%) were targeted to the transitional workforce (Table A1). The balance of the funds was targeted to the three other workforce segments: emerging workforce (26%), ABE/ESOL (12%), and incumbent workforce (2%)¹.

Table A1: FY2010 Total Resources: Funding Sources by Workforce Segments

Segment	State		Federal		ARRA (Federal)		Total	
	Resources	Col. %	Resources	Col. %	Resources	Col. %	Resources	Col. %
Emerging Workforce	\$11,260,192	18%	\$35,869,067	25%	\$23,888,013	36%	\$71,017,272	26%
Transitional Workforce	\$23,360,160	37%	\$96,716,212	68%	\$41,396,439	62%	\$161,472,811	60%
Incumbent Workforce	\$5,166,827	8%	\$599,953	1%	\$999,955	2%	\$6,766,735	2%
ABE/ESOL	\$23,710,206	37%	\$8,330,989	6%	\$0	0%	\$32,041,195	12%
TOTAL	\$63,497,385	100%	\$141,516,221	100%	\$66,284,407	100%	\$271,298,013	100%
Public Higher Education	\$739,438,593	---	---	---	\$230,270,707	---	\$969,709,300	---

As shown in Table A1, there are major differences in the workforce segments supported by state and federal funds. About 37% of the state dollars are for the transitional workforce and about the same share (37%) of dollars are for ABE/ESOL, with the balance of funds for emerging workforce (18%) and incumbent workers (8%). Federal funds (i.e., annual appropriations) are heavily weighted towards the transitional workforce (68%) and emerging workforce (25%), with the ABE/ESOL allocation only about 6% of the total. The ARRA supplemental funding continued this emphasis in federal funding, although there were more funds for the emerging workforce (36%), primarily for youth summer jobs. There was no ARRA supplemental allocation for Adult Basic Education. Very few federal dollars are spent on incumbent worker programs.

State funds represent a little over 23% of the total FY2010 resources (Table A2); annual federal appropriations were 52% of the total and ARRA funding made up one-quarter (25%) of the resources. State funds are the main support for incumbent workforce and ABE programs, contributing three-fourths of the resources. Federal and ARRA funds were the source of five out of every six dollars spent on emerging and transitional workforce programs.

Table A2: FY2010 Total Resources: Workforce Segments by State, Federal and ARRA Shares

Segment	State		Federal		ARRA (Federal)		Total	
	Resources	Row %	Resources	Row %	Resources	Row %	Resources	Row %
Emerging Workforce	\$11,260,192	16%	\$35,869,067	50%	\$23,888,013	34%	\$71,017,272	100%
Transitional Workforce	\$23,360,160	14%	\$96,716,212	60%	\$41,396,439	26%	\$161,472,811	100%
Incumbent Workforce	\$5,166,827	76%	\$599,953	9%	\$999,955	15%	\$6,766,735	100%
ABE/ESOL	\$23,710,206	74%	\$8,330,989	26%	\$0	0%	\$32,041,195	100%
TOTAL	\$63,497,385	23%	\$141,516,221	52%	\$66,284,407	25%	\$271,298,013	100%
Public Higher Education	\$739,438,593	76%	---	---	\$230,270,707	24%	\$969,709,300	100%

¹ Funding available for incumbent worker programs, almost entirely dependent on state resources, saw additional reductions in FY2010 and the share of total resources for such programs fell to just a little over 2% of the total.

FY2010 Workforce Investment Resources for Local Service Delivery

State Funding

The Commonwealth provided \$63.5 million, or 23%, of local workforce development resources in FY2010. State funding declined overall by almost \$15 million from FY2009 levels. There were reductions in all four workforce segments, with decreases of \$6 million in incumbent worker programs, \$4 million for transitional workforce, over \$2 million for emerging workforce, and a little less than \$2 million for ABE/ESOL. With reductions in the state budget during the past two years, combined with the effect of adding ARRA funding to the total base, the state's share of workforce investment resources has fallen from 40% in FY2008 to 32% in FY2009 and then down to 23% in FY2010. Even with these cuts, the State investment in ABE/ESOL and incumbent worker program is the primary source of funds, representing over three quarters of the available funding for both segments.

Federal Funding

Federal funding from annual appropriations provided \$141.5 million, or 52%, of local workforce development resources in Massachusetts during FY2010. Federal funding decreased about \$5 million from FY2009 levels, with the decrease, on a net bottom line basis, coming all in the transitional workforce segment. Even with the reductions, seven out of every ten dollars (68%) were targeted to the transitional workforce and one quarter (25%) to the emerging workforce. Federal funding is the primary source of funding for transitional workforce and emerging workforce programs. About 6% of federal funds were targeted to ABE and ESOL programs, and there were few federal funds for incumbent worker programs (less than 1%).

ARRA Funding

Funding from the American Recovery and Reinvestment Act (ARRA) provided \$66.3 million, or over 24%, of the FY2010 local workforce investment resources. ARRA dollars were responsible, on a net basis, for the FY2010 increase of \$46.5 million from FY2009, resulting in a total over \$271.2 million dollars. This is the highest level of resources for the programs included in the Workforce Investment Profiles since the beginning of this report series in FY2002. Without this ARRA funding, reductions in state and federal funding would have totaled \$19.8 million, or a 9% decrease from FY2009. ARRA funds were primarily supplements to the federal programs included in the Profiles and thus 98% of the ARRA funds supported emerging workforce (36%) and transitional workforce (62%) programs. While a small portion of the ARRA funds are available through FY2011, given the unlikely prospect of increases in state and federal appropriations, the local workforce system will see a significant contraction of resources in FY2011 to the lowest levels since the passage of the Workforce Investment Act.

Public Higher Education

Since the FY2008 edition of the Workforce Investment Profiles, state appropriations for the public higher education system have been included in the report but as a separate category excluded from the total summary of local workforce investment resources. The total amount of the higher education appropriations from the FY2010 General Appropriations Act (GAA), adjusted for reductions during the year, was over \$739 million, with \$188 million for the 15 community colleges, \$171 million for the 9 colleges in the state university system, and \$380 million for the 5 campuses of the University of Massachusetts. This was a decrease of \$168 million, or 23%, from the final FY2009 levels (GAA adjusted by 9C cuts.) The higher education system, however, received over \$285 million in ARRA State Fiscal Stabilization Funds (ARRA SFSF), to cover both FY2009 and FY2010 budget reductions and other needs allowable under SFSF rules. Public higher education will also receive ARRA SFSF resources for FY2011. The ARRA SFSF resources for FY2009 to FY2011 will be used to maintain the colleges and universities at the pre-rescission FY2009 GAA level of \$969.7 million.

FY2010 Workforce Investment Resources for Local Service Delivery

Table A3: FY2008, FY2009 and FY2010 Total Workforce Investment Resources, by Segment

Segment	FY2008	FY2009	FY2009-FY2008		FY2010	FY2010-FY2009	
	Resources	Resources	Difference	Pct	Resources	Difference	Pct
Emerging Workforce	\$48,539,111	\$49,694,804	\$1,155,693	2%	\$71,017,272	\$21,322,468	43%
Transitional Workforce	\$130,157,066	\$130,188,977	\$31,911	0%	\$161,472,811	\$31,283,834	24%
Incumbent Workforce	\$30,078,374	\$11,186,144	-\$18,892,230	-63%	\$6,766,735	-\$4,419,409	-40%
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Comparison of FY2008, FY2009, and FY2010 Workforce Investment Resources by Segment

The table above compares the resources by workforce segments as reported in the FY2008, FY2009, and FY2010 Workforce Investment Profiles. Although efforts have been made to adjust and revise the data series as needed, cross-year comparisons should be viewed with caution, as there may be program and/or reporting differences in the way some programs have been included across the three-year period.

Total funding for the programs included in the Workforce Investment Profiles increased by \$46.6 million from \$224.7 million in FY2009 to \$271.3 million in FY2010, or about 21% of the FY2009 total. As cited before, ARRA dollars were responsible, on a net basis, for this increase from FY2009 levels. There are differences from the overall trend for the four workforce segments and the key issues are highlighted in the following summary. See detailed Tables 2 through 13 for descriptions of programs referenced in this brief overview.

Emerging Workforce

- Total funding increased by about \$21.3 million in FY2010, which is a significant increase of 43% over FY2009 levels. In recent years prior to FY2010, youth programs overall had seen relatively modest increases each year since FY2005 (\$41 million).
- The federal WIA Youth appropriation decreased by about \$2 million but the federal Perkins IV funding awards increased by about \$1.6 million.
- The state funding for YouthWorks remained about the same, with all funds spent on the summer jobs program. There were reductions in state funding for some other programs, most notably Connecting Activities was cut by about \$2 million.
- The ARRA funding for WIA Youth of \$21.1 million and for the Byrne Youth Jobs Program of \$2.8 million resulted in the net gain for this segment of \$21 million. In the absence of ARRA funds, emerging workforce programs would have declined by 5% or \$2.6 million, mostly due to cuts in state spending.

Transitional Workforce

- Total funding increased by about \$31.3 million in FY2010, which is a significant increase of 24% over FY2009 levels. Overall funding for this segment had been relatively stable the past few years.
- In the Transitional Workforce segment, many federal programs saw increases over FY2009 primarily as a result of ARRA funds. Labor exchange services in the One-Stop Career Centers were supported by an additional \$6 million in ARRA funds for Wagner Peyser and Reemployment Services. WIA programs for Dislocated Workers (\$7.8 million) and Low-income Adults (\$6.9 million) saw substantial net increases due to ARRA, even though their federal formula grants saw significant decreases. The Senior Community Service Employment Programs also received about \$2.5 million in ARRA funds.

FY2010 Workforce Investment Resources for Local Service Delivery

- ARRA statewide 15% funds were used to award \$5.5 million for demonstration projects and national Department of Labor ARRA funds supported \$5.2 million in State Energy Sector Partnership grants.
- The Department of Transitional Assistance's Employment Services Programs (ESP), primarily dependent on state funding, saw a reduction in expenditures of about \$6 million. Combined with similar reductions in FY2009, ESP program funding has been reduced by 37% from FY2008 levels.
- ARRA funding for this segment totaled \$41.4 million. Without these funds, reductions in state and federal formula funds for the transitional workforce would have resulted in a loss of \$10.1 million, or about 8% of the FY2009 level.

Incumbent Workforce

- This segment has been funded over the years primarily with state resources and state budget reductions continued to dramatically affect the availability of funding, with a decrease of \$4.4 million in FY2010.
- Workforce Training Fund awards were reduced by \$6.2 million, continuing the reductions that started in FY2009. Much of the funding for this program was restored in the second half of the year but this did not result in additional grant awards until FY2011.
- The Workforce Competitiveness Trust Fund has not received additional funding since its initial appropriation in the FY2006 Stimulus Bill and issued only two grant awards totaling \$430,000 in FY2010.
- A new workplace education initiative, Learn at Work, was supported by \$2 million in ARRA, WIA, and state Adult Basic Education funding.
- With total resources of \$6.8 million, funding for this segment was only about one fifth of the levels seen in FY2007 and FY2008.

ABE/ESOL

- Total funding decreased by \$1.6 million in FY2010, which is a cut of 5% from the FY2009 level. The decrease in expenditures was the result of state budget reductions.

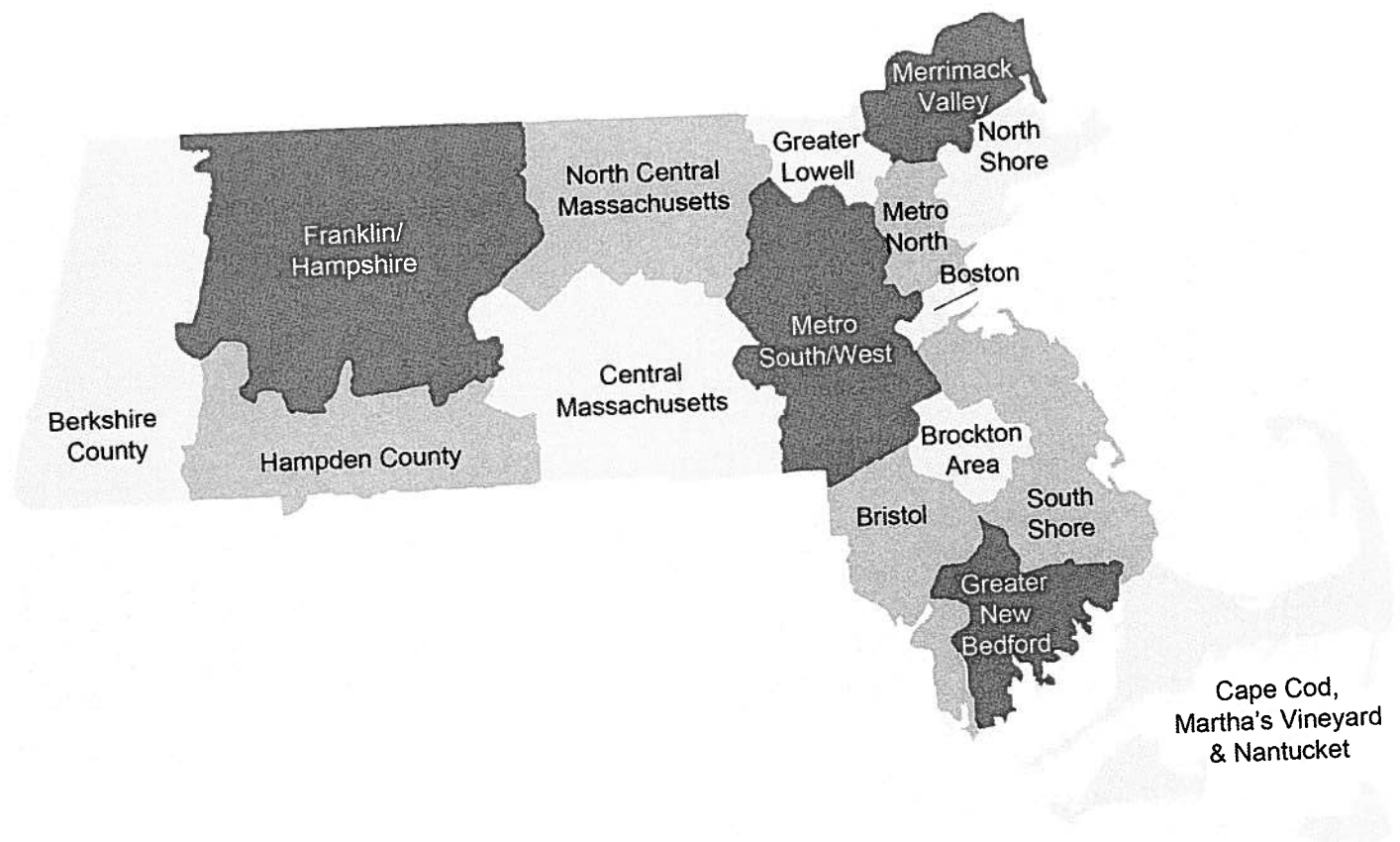
FY2010 Summary of Workforce Investment Resources

Table 1 (page 8) lists the funding resources available during FY2010 for each of the four workforce investment segments—emerging, transitional, incumbent, and ABE/ESOL—as well as for public higher education. It also shows the state, federal and ARRA contribution for each program or funding source within each segment. The details of these resources, broken down by workforce investment area, are presented in Tables 2 through 13. Table 14 presents a summary of all resources for each workforce investment area.

See the map on page 7 for a delineation of workforce investment areas. A list of the cities and towns in each workforce area can be found on page 50.

FY2010 Workforce Investment Resources for Local Service Delivery

Map of Local Workforce Investment Areas



FY2010 Workforce Investment Resources for Local Service Delivery

Table 1: FY2010 Workforce Investment Resources Summary

	State Resources	Federal Resources	ARRA Resources	TOTAL	
EMERGING WORKFORCE					
Table 2					
Career/Vocational Technical Education Grades 9-12		\$14,603,530		\$14,603,530	
Career/Vocational Technical Education Post-Secondary		\$4,843,608		\$4,843,608	
MCAS Academic Support: Work-and-Learning	\$915,732			\$915,732	
MCAS Academic Support: OSCC Pathways	\$707,341			\$707,341	
Connecting Activities Grades 10-12	\$1,980,000			\$1,980,000	
WIA Title I Low-Income Youth Services		\$16,421,929	\$21,112,332	\$37,534,261	
YouthWorks State Summer Jobs Program	\$6,675,000			\$6,675,000	
Byrne Youth Jobs Program for New Communities			\$2,775,681	\$2,775,681	
Bridging the Opportunity Gap (BOG)	\$982,119			\$982,119	
Emerging Workforce Total	\$11,260,192	\$35,869,067	\$23,888,013	\$71,017,272	26.2%
TRANSITIONAL WORKFORCE					
Table 3					
Wagner Peyser-10% (OSCC: One-Stop Career Centers)		\$1,146,112	\$241,904	\$1,388,016	
Wagner Peyser-90% (OSCC)		\$10,315,007	\$2,177,133	\$12,492,140	
Re-Employment Services (OSCC)			\$4,000,000	\$4,000,000	
USDOL/SSA Disability Program Navigator (OSCC)		\$450,000		\$450,000	
One-Stop Career Center State Appropriation (OSCC)	\$4,994,467			\$4,994,467	
Table 4					
WIA Title I Dislocated Workers (OSCC)		\$12,181,898	\$12,734,068	\$24,915,966	
Natl Emergency Grants/Rapid Response Set-Aside (OSCC)		\$6,076,168	\$489,696	\$6,565,864	
Trade Adjustment Assistance (OSCC)		\$10,025,172		\$10,025,172	
Table 5					
WIA Title I Low Income Adults (OSCC)		\$14,903,106	\$8,562,618	\$23,465,724	
TAFDC Employment Services Programs (OSCC)	\$335,344	\$16,908		\$352,252	
Table 6					
TAFDC Comprehensive Integrated Employment Services	\$9,962,229	\$502,297		\$10,464,526	
TAFDC Additional Employment Services Programs	\$8,068,120	\$406,796		\$8,474,916	
Table 7					
Senior Community Service Employment Program (SCSEP)		\$12,160,785	\$2,540,026	\$14,700,811	
Table 8					
Community Service Block Grants (CSBG)		\$1,561,411		\$1,561,411	
Job Links and Moving to Work (HUD)		\$1,814,920		\$1,814,920	
Public Housing/Vouchers Family Self-Sufficiency (HUD)		\$2,463,747		\$2,463,747	
Table 9					
MA Commission for the Blind: Vocational Rehabilitation		\$2,880,408		\$2,880,408	
MA Rehabilitation Commission: Vocational Rehabilitation		\$19,811,477		\$19,811,477	
Table 10					
ARRA Demonstrations & State Energy Sector Partnership			\$10,650,994	\$10,650,994	
Transitional Workforce Total	\$23,360,160	\$96,716,212	\$41,396,439	\$161,472,811	59.5%
INCUMBENT WORKFORCE					
Table 11					
Workforce Training Fund Programs	\$3,667,400			\$3,667,400	
Extended Care Career Ladder Initiative (ECCLI)	\$669,427			\$669,427	
Workforce Competitiveness Trust Fund (WCTF)	\$430,000			\$430,000	
Learn-at-Work Program (ARRA/WIA/ABE)	\$400,000	\$599,953	\$999,955	\$1,999,908	
Incumbent Workforce Total	\$5,166,827	\$599,953	\$999,955	\$6,766,735	2.5%
ADULT BASIC EDUCATION					
Table 12					
ABE/ESOL (DESE ACLS)	\$23,710,206	\$8,330,989		\$32,041,195	11.8%
TOTAL FY2010 WORKFORCE INVESTMENT RESOURCES	\$63,497,385	\$141,516,221	\$66,284,407	\$271,298,013	100%
State/Federal Share	23.4%	52.2%	24.4%	100%	
FY2010 PUBLIC HIGHER EDUCATION (Table 13)	\$739,438,593	---	\$230,270,707	\$969,709,300	

FY2010 Workforce Investment Resources for Local Service Delivery

Funding Notes

Table 2: Emerging Workforce

Department of Elementary and Secondary Education

Career/Vocational Technical Education

The count of secondary school students enrolled in career/vocational technical education includes those enrolled in a career/vocational technical education program in public school districts and collaboratives. The count of postsecondary students enrolled in career/vocational technical education includes those enrolled in a career/vocational program in the state's 17 public two-year colleges and in regional vocational technical schools. Career/vocational technical education is funded through a number of local, state, and federal sources, including the Carl D. Perkins Career and Technical Education Improvement Act of 2006 resources listed in Table 2.

MCAS Academic Support Work-and-Learning and One-Stop Career Center Pathways

The Massachusetts Department of Elementary and Secondary Education (ESE) provided state academic support funds for "work and learning" programs on the secondary level which provided instruction in English language arts and mathematics integrated with structured internships for students in the classes of 2003-2010 who have taken and not yet passed the 10th grade Competency Determination, under the Massachusetts Comprehensive Assessment System (MCAS). Schools, workforce development partners, community colleges and other community-based organizations were eligible to apply for these competitively funded grants. In addition, academic support funds supported One-Stop Career Centers which provided options for post-12th grade students who needed further support to attain the skills necessary to pass the MCAS by addressing the unique academic, employment and career needs of those young adults. One-Stop Career Centers working in collaboration with local Workforce Investment Boards and other partners were eligible to apply for these funds.

Connecting Activities

Connecting Activities is a Department of Elementary and Secondary Education led initiative designed to drive and sustain the statewide school-to-career system. Working in partnership with the Executive Office of Labor and Workforce Development, it establishes public-private partnerships through Massachusetts' sixteen local Workforce Investment Boards. It connects schools and businesses to provide structured work-based learning experiences for students that support both academic and employability skill attainment. Through Connecting Activities, students achieve more learning hours by extending the classroom to the workplace while providing them an opportunity to develop strong employability skills on the job.

FY2010 Workforce Investment Resources for Local Service Delivery

Table 2: Emerging Workforce

FY2010 Resources and Number Served, by Workforce Area

Workforce Area	Career/Vocational Technical Education Grades 9-12*		Career/Vocational Technical Education Post-Secondary		MCAS Academic Support Work-and-Learning		MCAS Academic Support OSCC Pathways		Connecting Activities Grades 10-12	
	Resources	# Served	Resources	# Served	Resources	# Served	Resources	# Served	Resources	# Served
Berkshire County	\$392,311	1,966	\$161,106	1,596	\$0	0	\$0	0	\$75,000	390
Boston	\$2,005,045	3,689	\$612,207	6,440	\$240,000	210	\$165,000	380	\$746,900	2,723
Bristol County	\$911,620	5,881	\$541,877	5,811	\$238,100	270	\$54,705	374	\$78,300	889
Brockton Area	\$549,360	2,368	\$246,703	3,284	\$96,000	72	\$54,999	244	\$75,000	289
Cape and Islands	\$479,643	2,118	\$198,247	2,607	\$0	0	\$0	0	\$75,000	401
Central Mass.	\$1,123,644	6,708	\$355,313	3,950	\$140,182	140	\$55,000	50	\$75,000	1,296
Franklin/Hampshire	\$420,850	1,672	\$133,785	1,389	\$11,290	20	\$54,998	174	\$75,000	609
Greater Lowell	\$766,355	5,623	\$365,388	5,413	\$0	0	\$0	0	\$75,000	237
Greater New Bedford	\$424,283	3,505	\$0	0	\$26,919	25	\$57,682	260	\$75,000	394
Hampden County	\$1,812,822	4,377	\$821,058	9,195	\$83,703	115	\$99,957	425	\$143,200	1,272
Merrimack Valley	\$924,216	1,281	\$483,093	4,677	\$14,020	20	\$55,000	60	\$75,000	296
Metro North	\$966,686	2,918	\$0	0	\$0	0	\$55,000	50	\$75,000	140
Metro South/West	\$1,668,271	6,510	\$160,156	3,483	\$0	0	\$0	0	\$111,600	611
North Central Mass.	\$533,834	2,621	\$289,922	3,108	\$50,518	50	\$55,000	60	\$75,000	1,005
North Shore	\$1,130,008	4,027	\$380,336	4,949	\$0	0	\$0	0	\$75,000	403
South Shore	\$494,582	3,437	\$94,417	1,676	\$15,000	20	\$0	0	\$75,000	78
TOTAL	\$14,603,530	58,701	\$4,843,608	57,578	\$915,732	942	\$707,341	2,077	\$1,980,000	11,033

DESE

Information Source:

* Includes Perkins IV formula allocations and grants, including Tech Prep grants.

FY2010 Workforce Investment Resources for Local Service Delivery

Funding Notes

Table 2a: Emerging Workforce (continued)

Commonwealth Corporation

WIA Title I Youth Services

Youth Services under the Workforce Investment Act (WIA) provide for comprehensive year-round workforce development services for youth 14–21 years old. Youth services are administered through local workforce boards and coordinated through the One-Stop Career Centers (OSCCs), in collaboration with more than 100 competitively procured service providers across the state. WIA Youth Services include the following elements: 1) tutoring and drop-out prevention strategies, 2) alternative secondary school services, 3) summer employment opportunities, 4) work experience, 5) occupational skill training, 6) leadership development opportunities, 7) supportive services, 8) adult mentoring, 9) follow-up services and 10) comprehensive guidance and counseling. The Commonwealth received additional WIA Youth funding from the American Reinvestment and Recovery Act (ARRA) and were distributed to local regions using the annual formula allocation shares. About three fourths of the \$21 million in additional ARRA funds was used to support summer employment opportunities for over 6,800 youth (aged 14-24) during the summer of 2009.

YouthWorks—State Summer Jobs Program

YouthWorks provides funds from a state appropriation that communities use to pay wages to low-income, at-risk youth (aged 14–21) for subsidized summer jobs at public agencies, nonprofit organizations, and private sector settings. Commonwealth Corporation administers the program on behalf of the Executive Office of Labor and Workforce Development (EOLWD). The YouthWorks program is targeted to 25 cities in Massachusetts that exhibit the greatest incidence of juvenile detention and adjudication, cities where low-income youth are especially in need of ensuring access to summer job opportunities. Applications to design and manage local YouthWorks programs are submitted on a cooperative basis between the targeted cities and the local workforce investment board. Services include subsidized employment as well as educational components and career counseling.

Edward Byrne Youth Jobs Program for New Communities

The ARRA/Byrne Youth Jobs Programs for New Communities supported low-income youth placed at risk in subsidized employment in 32 designated Massachusetts communities from September 2009 to April 2010. Funds were appropriated in the American Reinvestment and Recovery Act (ARRA) through the Edward Byrne Memorial Justice Assistance Grant Program administered by the U.S. Department of Justice, Office of Justice Programs. ARRA/Byrne funds were awarded to the Massachusetts Executive Office for Public Safety and Security (EOPSS) and, under an agreement with the Executive Office of Labor and Workforce Development, Commonwealth Corporation (CommCorp) provided grant administration and program oversight. The Commonwealth issued contracts with fourteen of the state's sixteen local workforce boards and their fiscal agents to operate the program.

Bridging the Opportunity Gap (BOG)

The Bridging the Opportunity Gap (BOG) initiative was established in 2006 through an appropriation to the Massachusetts Department of Youth Services (DYS) from the Massachusetts State Legislature and through funding from federal Title 1 transition and reentry funds. DHS and its partner, Commonwealth Corporation, have collaborated on this statewide initiative to address the career readiness and employability needs of DHS clients. The Bridging the Opportunity Gap initiative provides a variety of career development and employment-related services to DHS youth, with a special focus on those returning to their home communities following residential treatment. BOG programs offer comprehensive employability services including career readiness, vocational, and entrepreneurship training, work force certifications and subsidized employment experience. The Bridging the Opportunity Gap initiative programs are administered by grantee organizations that include community and faith based organizations, workforce investment boards and career centers, and vocational technical high schools across the state. The BOG initiative is based on a positive youth development model that is asset-based, culturally responsive, and delivered by personnel with experience in operating youth employability programs.

FY2010 Workforce Investment Resources for Local Service Delivery

Table 2a: Emerging Workforce (continued)

FY2010 Resources and Number Served, by Workforce Area

Workforce Area	WIA Title I for Low-Income Youth				YouthWorks State Summer Jobs Program		ARRA/Byrne Youth Jobs Program for New Communities		DYS Bridging the Opportunity Gap Initiative (BOG)		Total Emerging Workforce All Youth Programs ***	
	Formula Resources	ARRA Resources	Year Round *	Summer Only**	Resources	Served	Resources	Served	Resources	Served	Resources	Served
Berkshire County	\$249,740	\$320,456	75	65	\$86,709	45	\$49,927	13	\$70,256	17	\$1,405,505	4,167
Boston	\$1,977,200	\$2,541,925	443	880	\$2,536,500	1,685	\$0	0	\$100,000	26	\$10,924,777	16,476
Bristol County	\$1,655,232	\$2,131,348	312	714	\$307,817	219	\$98,848	38	\$60,000	26	\$6,077,847	14,534
Brockton Area	\$683,654	\$878,918	208	129	\$222,347	127	\$57,978	24	\$38,040	12	\$2,902,999	6,757
Cape and Islands	\$606,088	\$779,197	107	234	\$0	0	\$201,219	72	\$0	0	\$2,339,394	5,539
Central Mass.	\$1,518,707	\$1,952,478	365	530	\$628,641	421	\$183,887	82	\$61,283	31	\$6,094,135	13,573
Franklin/Hampshire	\$694,131	\$892,388	122	289	\$0	0	\$97,562	49	\$0	0	\$2,380,004	4,324
Greater Lowell	\$651,951	\$838,160	167	365	\$307,198	164	\$0	0	\$30,000	23	\$3,034,052	11,992
Greater New Bedford	\$1,211,358	\$1,557,344	335	418	\$281,185	173	\$79,559	31	\$73,645	13	\$3,786,975	5,154
Hampden County	\$1,990,571	\$2,562,282	746	998	\$904,870	576	\$262,329	96	\$289,257	71	\$8,970,049	17,871
Merrimack Valley	\$1,149,535	\$1,477,863	261	502	\$397,004	187	\$142,905	38	\$120,000	38	\$4,838,636	7,360
Metro North	\$1,077,279	\$1,384,969	230	521	\$340,643	300	\$915,069	330	\$0	0	\$4,814,646	4,489
Metro South/West	\$584,621	\$751,599	90	145	\$77,419	42	\$229,951	69	\$34,113	20	\$3,617,730	10,970
North Central Mass.	\$753,893	\$969,219	135	422	\$187,663	111	\$47,188	12	\$0	0	\$2,962,237	7,524
North Shore	\$797,005	\$1,018,740	147	333	\$281,185	153	\$204,909	77	\$80,233	26	\$3,967,416	10,115
South Shore	\$820,964	\$1,055,446	163	262	\$115,819	75	\$204,350	80	\$25,292	8	\$2,900,870	5,799
TOTAL	\$16,421,929	\$21,112,332	3,906	6,807	\$6,675,000	4,278	\$2,775,681	1,011	\$982,119	311	\$71,017,272	146,644
Information Source: CommCorp												

* Youth supported with Formula funds, or with formula plus ARRA funds, participated mostly in year round programs, which may include a summer component.
 ** Majority of ARRA funds spent on summer of 2009 programs and youth in such ARRA-only summer programs reported separately to USDOL.
 *** Total number of youth enrollments may include some youth served in more than one funding stream.

FY2010 Workforce Investment Resources for Local Service Delivery

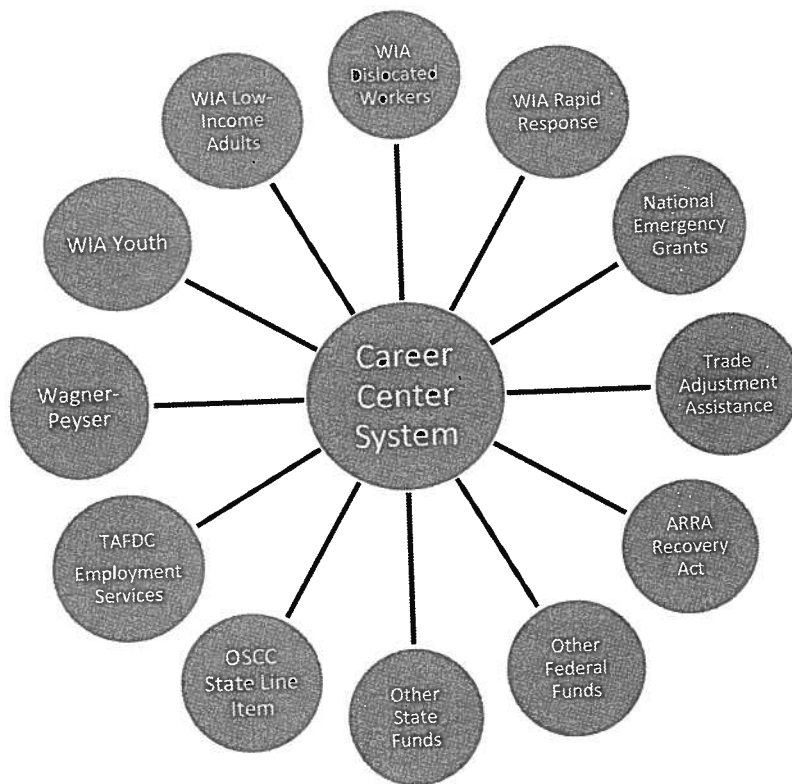
Funding Notes

Table 3: Transitional Workforce

One-Stop Career Centers (OSCC) Labor Exchange Resources for Job Seekers and Employers

One-Stop Career Center Funding Sources

One-Stop Career Center (OSCC) services are supported by many funding streams from various federal, state and private sources. Types of services provided by One-Stop Career Centers for individuals include job search assistance and access to online job listings, career counseling, coaching on job search skills, workshops on a variety of job search strategies, access to resources including PCs, reference materials, resume building software, and economic data, networking groups and job clubs, and unemployment insurance walk-in services. Services available to employers at OSCCs include access to qualified job applicants, applicant pre-screening, posting of jobs, assistance with small and large-scale recruitment activities, help planning job fairs, testing and assessment of job candidates, targeted mailings, rental of conference rooms, labor market information, and information on training grants and tax credits. On the following pages, Tables 3 through 5 give an overview of funding available for services that were primarily delivered through the One-Stop Career Center system. Each table has a set of corresponding notes that explain the sources of funding.



One-Stop Career Center State Line Item Grants

In 1994, the Commonwealth received a five-year demonstration grant of \$11 million, funded by the USDOL, to pilot competitive One-Stop Career Centers. Boston, Hampden County, and Metro North implemented competitive One-Stop Career Centers in 1995 and participated in the demonstration grant. In 1999, the final year of the grant,

Massachusetts received and distributed additional resources for use in the continuing implementation of One-Stop Career Centers in the remaining twelve local areas. Full implementation of One-Stop Career Centers in all workforce investment regions was completed during the first year under the Workforce Investment Act (FY2001). The state legislature supported the three original competitive Career Centers through a \$2.75 million grant in FY1998 and FY1999. Since FY2000, the state legislature has continued its support to the original competitive centers and added funding to support the implementation, under WIA, of the One-Stop Career Centers in the remaining workforce areas. Additional resources are often secured by individual Career Centers or the state to support services for specific populations.

State and federal funding sources, including the Workforce Investment Act, require universal access to the services provided through One-Stop Career Centers. The principle of universal access maintains that any individual will have access to the OSCC system and to core employment-related services. Information about job vacancies, career options, student financial aid, relevant employment trends, and instruction on how to conduct a job search, write a resume, or interview with an employer is available to any job seeker in the U.S., or anyone who wants to advance his or her career.

FY2010 Workforce Investment Resources for Local Service Delivery

The Massachusetts Department of Workforce Development's Division of Career Services manages the state's 37 One-Stop Career Centers, with additional branch locations. At the regional level, oversight is provided by local Workforce Investment Boards (WIBs), comprised of business, government, education, labor and community leaders.

WIA Title III (Wagner-Peyser) Employment Services (ES & UI)

Employment Services (ES): Title III of the Workforce Investment Act mandates that federal Wagner-Peyser Employment Service programs are a primary provider, in partnership with WIA Title I, of "universal access" to services at One-Stop Career Centers. The Department of Workforce Development's Division of Career Services administers the Employment Service and is the lead state administrative entity for the One-Stop Career Centers in Massachusetts. In addition to the local allocations from funds designated for statewide and local activities under the Wagner-Peyser Act (90%), an additional allocation to workforce areas is made from the Wagner-Peyser 10% Governor's Reserve. The Commonwealth received additional funds for Wagner-Peyser Employment Services under ARRA and these funds were distributed to local regions using the annual formula allocation shares.

ARRA Reemployment Services

The Commonwealth received ARRA funding for additional Reemployment Services (RES). The funding has been utilized to provide enhanced (more staff-intensive) reemployment services specifically targeted to UI claimants through the One-Stop Career Center system. In providing enhanced reemployment services to claimants, the Commonwealth notifies targeted claimants each week to schedule participation in the Career Center Seminar (CCS). The claimants complete a job readiness inventory as part of the CCS process. Program design includes a one-on-one mini-assessment interview to ascertain whether or not claimants have viable job skills, development of an individual Career Action Plan (CAP) outlining reemployment services claimant participants need to conduct a successful job search, and increased job referral and job development services.

Disability Program Navigator Grants to Improve OSCC Services to the Disabled

The USDOL Program Navigator Grants are designed to enhance access and increase services to customers with disabilities through the One-Stop Career Centers. They focus primarily upon increased employment and self-sufficiency for persons with disabilities by building capacity in each local area and by facilitating access to support services that enable the transition to employment.

One-Stop Career Center Universal Access—Total Served

A variety of employment-related services for employers and job seekers can be accessed through the Commonwealth's thirty-seven One-Stop Career Centers. The total number of job seekers served at One-Stop Career Centers is a tally of all individuals who sought any level of service under any funding stream at a Career Center that was recorded on the Massachusetts One-Stop Employment System database (MOSES). Dislocated workers who completed a service at an off-site location (i.e. a Rapid Response Orientation at a company worksite) are included in the total. Because individuals may access services from more than one area, the sum of the total number served by area is higher than the non-duplicated number of individuals served in the statewide total.

FY2010 Workforce Investment Resources for Local Service Delivery

Table 3: Transitional Workforce

**One-Stop Career Centers (OSCCs)
FY2010 Labor Exchange Resources for Job Seeker & Employer Services and Number Served, by Workforce Area**

Workforce Area	WIA Title III Wagner-Peyser: Formula		WIA Title III Wagner-Peyser: ARRA		ARRA Reemployment Services	USDOL Disability Program Navigator	One-Stop Career Center State Line Item	Total One-Stop Career Center Universal Access	Total Job Seekers	UI Claimants (subset)	# Served	Total Employers
	10%	90%	10%	90%								
	Resources	Resources	Resources	Resources	Resources	Resources	Resources	Resources	# Served	# Served	# Served	# Served
Workforce Area									5,231	2,531	445	
Berkshire County	\$23,954	\$215,584	\$5,080	\$45,720	\$143,139	\$28,125	\$172,651	\$634,252	5,231	2,531	445	
Boston	\$102,233	\$920,099	\$21,433	\$192,894	\$299,746	\$28,125	\$1,032,341	\$2,596,870	19,201	8,465	549	
Bristol County	\$72,090	\$648,814	\$15,240	\$137,159	\$326,087	\$28,125	\$172,651	\$1,400,167	17,487	9,069	627	
Brockton Area	\$42,521	\$382,687	\$8,999	\$80,989	\$183,078	\$28,125	\$172,651	\$899,050	5,720	2,861	615	
Cape and Islands	\$47,678	\$429,104	\$10,015	\$90,133	\$179,836	\$28,125	\$172,651	\$957,543	4,876	2,127	534	
Central Mass.	\$98,451	\$886,059	\$20,876	\$187,887	\$327,836	\$28,125	\$172,651	\$1,721,885	17,074	10,304	1,558	
Franklin/Hampshire	\$42,979	\$386,813	\$9,168	\$82,513	\$157,324	\$28,125	\$172,651	\$879,574	7,375	3,627	1,423	
Greater Lowell	\$49,168	\$442,514	\$10,329	\$92,964	\$216,812	\$28,125	\$172,651	\$1,012,563	9,632	5,362	556	
Greater New Bedford	\$39,999	\$359,994	\$8,442	\$75,982	\$185,652	\$28,125	\$172,651	\$870,846	12,039	4,876	512	
Hampden County	\$79,884	\$718,956	\$16,957	\$152,617	\$300,029	\$28,125	\$755,086	\$2,051,654	29,521	12,627	1,217	
Merrimack Valley	\$56,847	\$511,624	\$11,950	\$107,550	\$282,936	\$28,125	\$172,651	\$1,171,684	14,152	7,471	1,929	
Metro North	\$131,115	\$1,180,037	\$27,384	\$246,451	\$347,133	\$28,125	\$962,573	\$2,922,818	23,447	13,087	1,161	
Metro South/West	\$150,255	\$1,352,297	\$31,786	\$286,075	\$297,132	\$28,125	\$172,651	\$2,318,322	14,495	10,546	706	
North Central Mass.	\$43,781	\$394,033	\$9,265	\$83,384	\$221,303	\$28,125	\$172,651	\$952,543	8,051	4,955	355	
North Shore	\$71,403	\$642,625	\$15,071	\$135,635	\$260,860	\$28,125	\$172,651	\$1,326,370	14,304	7,403	1,305	
South Shore	\$93,752	\$843,768	\$19,909	\$179,178	\$271,097	\$28,125	\$172,651	\$1,608,480	13,424	8,044	618	
TOTAL	\$1,146,112	\$10,315,007	\$241,904	\$2,177,133	\$4,000,000	\$450,000	\$4,994,467	\$23,324,623	211,761	109,164	12,737	

Information Source: DCS

* Statewide totals are single counts without duplicates and are not the sum of local area counts, i.e., some job seekers and employers are served by more than one workforce area.
Statewide totals also include some pre-layoff services provided by Rapid Response at company sites not included in OSCC counts by workforce area.

FY2010 Workforce Investment Resources for Local Service Delivery

Funding Notes

Table 4: Transitional Workforce: (continued)

One-Stop Career Centers (OSCC) Resources for Dislocated Workers, including TAA

WIA Title I Dislocated Workers

Title I of the Workforce Investment Act authorizes USDOL to fund dislocated worker employment and training activities. The Act specifies that dislocated worker employment and training activities will be offered through the One-Stop Career Centers. The amounts shown are the formula funds that were allocated to local areas. Local grants are administered by local Workforce Investment Boards and Title I Fiscal Agents in each of the sixteen workforce investment areas; services are provided through the One-Stop Career Centers. The Division of Career Services (DCS) oversees the Title I formula grants for adults and dislocated workers. The Commonwealth received additional funds for WIA dislocated worker activities under ARRA and these funds were distributed to local regions using the annual formula allocation shares.

National Emergency Grants (NEGs)

USDOL provides WIA Title I discretionary grants on a competitive application basis for local services to dislocated workers affected by mass layoffs and plant closings. DCS, in conjunction with the affected company, the affected workforce, the local Workforce Investment Board and the Title I fiscal Agent, develops applications for NEGs. NEG grants typically last 24 months or more and provide a range of reemployment services customized to the affected workforce. The amounts shown are the funds that were expended or obligated during the fiscal year.

Rapid Response Set-Aside

Of the state's WIA Title I Dislocated Worker allotment, 25% is reserved to provide statewide Rapid Response assistance to workers dislocated in mass layoffs and plant closings. Statewide Rapid Response Services, administered by DCS, includes regional teams that initiate on-site services as soon as information about a layoff is received. On-site services include orientation meetings to provide workers with information about OSCC services, resume preparation assistance, unemployment insurance information, and referral to additional services at One-Stop Career Centers. Rapid Response Set-Aside Grants are funds set-aside for local areas to access when Dislocated Worker formula funding is not adequate to meet demand due to mass layoffs or plant closings. Set-aside funds can be accessed to offer services to larger layoff groups while a national emergency grant is being prepared and considered by USDOL. The amounts shown are the funds expended during the fiscal year. In addition, from the Rapid Response 25% reserve of ARRA Dislocated Worker funds, DCS has made available \$2.8 million in Rapid Response Supplemental funding. ARRA funds are being provided to expand training opportunities to a greater number of dislocated workers including UI claimants, RES participants and Veterans. Supplemental Rapid Response funding will be made available to local areas for the sole purpose of providing direct training services for dislocated workers and support services and/or needs-related payments to dislocated workers. The amounts shown reflect actual accrued expenditures for the FY2010; funds are available through June 30, 2011.

Trade Adjustment Assistance (TAA)

The Trade Adjustment Assistance (TAA) Act included provisions for USDOL to make training adjustment assistance funds available to workers laid off from firms certified by USDOL as experiencing declines in production due to competition of imports or due to U.S. firms shifting production to non-U.S. locations. ARRA reauthorized the TAA program and significantly raised the annual cap on funding, but did not directly provide additional resources. TAA funding comes from the Federal Unemployment Benefits and Allowances Fund (FUBA.) The amounts shown reflect actual TAA expenditures for the fiscal year. These resources are accessed by impacted workers through One-Stop Career Centers.

FY2010 Workforce Investment Resources for Local Service Delivery

Table 4: Transitional Workforce (continued)

One-Stop Career Centers (OSCCs)
FY2010 Resources for Dislocated Workers and Number Served, by Workforce Area

Workforce Area	WIA Title I for Dislocated Workers		NECs: National Emergency Grants *		Rapid Response Set-Aside		Total NEG & Rapid Response Set Aside**		ARRA Rapid Response Supplement		Trade Adjustment Assistance (TAA)		Total Dislocated Workers***	
	Formula Resources	ARRA Resources	# Served	Resources	Resources	Resources	Resources	# Served	Resources	# Served	Resources	# Served	Resources	# Served
Berkshire County	\$360,584	\$379,476	403	\$0	\$0	\$18,939	\$18,939	46	\$159,608	0	\$232,281	87	\$972,341	87
Boston	\$889,279	\$919,400	404	\$0	\$0	\$0	\$0	309	\$175,759	46	\$538,452	157	\$2,525,678	157
Bristol County	\$1,085,407	\$1,100,223	1,402	\$443,812	\$0	\$0	\$443,812	11	\$0	309	\$2,406,974	735	\$5,212,175	735
Brockton Area	\$622,495	\$637,977	223	\$0	\$0	\$0	\$0	3	\$0	11	\$276,924	111	\$1,537,396	111
Cape and Islands	\$494,585	\$522,097	239	\$0	\$0	\$0	\$0	0	\$0	3	\$0	0	\$1,016,682	0
Central Mass.	\$1,020,843	\$1,087,489	603	\$0	\$0	\$0	\$0	50	\$0	50	\$442,754	150	\$2,551,086	150
Franklin/Hampshire	\$389,821	\$448,239	371	\$0	\$0	\$0	\$0	0	\$0	0	\$559,396	111	\$1,397,456	111
Greater Lowell	\$587,167	\$620,149	570	\$559,373	\$63,601	\$233,010	\$622,974	285	\$0	285	\$395,463	138	\$2,225,753	138
Greater New Bedford	\$638,331	\$696,554	828	\$0	\$62,971	\$62,971	\$62,971	186	\$23,479	286	\$383,806	217	\$1,975,180	217
Hampden County	\$942,879	\$1,046,740	944	\$0	\$62,971	\$37,877	\$37,877	450	\$4,795	186	\$1,209,775	364	\$3,267,160	364
Merrimack Valley	\$830,805	\$930,860	517	\$0	\$37,877	\$21,541	\$21,541	261	\$0	450	\$1,583,738	407	\$3,383,280	407
Metro North	\$1,046,425	\$1,026,366	700	\$0	\$21,541	\$1,528,195	\$4,635,044	487	\$64,855	261	\$686,889	110	\$2,846,076	110
Metro South/West	\$956,279	\$935,954	797	\$3,106,849	\$0	\$0	\$0	2	\$0	487	\$664,245	163	\$7,191,522	163
North Central Mass.	\$601,786	\$719,475	344	\$0	\$0	\$0	\$0	2	\$0	2	\$421,331	144	\$1,742,592	144
North Shore	\$747,969	\$716,928	505	\$0	\$0	\$0	\$0	2	\$61,200	2	\$190,582	40	\$1,716,679	40
South Shore	\$967,243	\$946,141	334	\$0	\$0	\$0	\$0	6	\$0	6	\$32,562	28	\$1,945,946	28
TOTAL	\$12,181,898	\$12,734,068	9,184	\$4,110,034	\$1,966,134	\$6,076,168	\$6,076,168	2,384	\$489,696	2,384	\$10,025,172	2,962	\$41,507,002	2,962

Information Source: DCS

* Some NEG grants include funds to provide training vouchers to participants from multiple workforce areas. The trainees are counted in the workforce area where they received services but the training voucher expenditures are counted only in the area that administers the NEG grant.

** NEG and Rapid Response Set Aside resources are combined because these funds typically serve a given population in succession, starting with Rapid Response Set Aside funds. An individual may receive services from one or both funding streams.

*** The workers served in Dislocated Worker/TAA programs are included in the overall OSCC job seeker count on Table 3.

FY2010 Workforce Investment Resources for Local Service Delivery

Funding Notes

Table 5: Transitional Workforce: (continued)

One-Stop Career Centers (OSCC) Resources for Low Income Adults & TAFDC Recipients

WIA Title I Low Income Adults

Title I of the Workforce Investment Act authorizes USDOL to fund employment and training activities for low-income (economically disadvantaged) adults. The Department of Workforce Development's Division of Career Services (DCS) administers the Title I formula grants for adults and dislocated workers, and the amounts allocated to each local area is presented in Table 5. Local grants are administered by local Workforce Investment Boards and Title I Fiscal Agents in each of the sixteen workforce investment areas and services are provided through the One- Stop Career Centers. The Commonwealth received additional funds for WIA Adult activities under ARRA and these funds were distributed to local regions using the annual formula allocation shares.

Department of Transitional Assistance-Employment Services Program (ESP)

The Employment Services Program (ESP) is a statewide program administered by the Department of Transitional Assistance (DTA) to assist recipients of Transitional Aid to Families with Dependent Children (TAFDC) in transitioning to employment that will provide them with economic self-sufficiency. The programs are supported by both state funds as well as the federal Temporary Assistance to Needy Families (TANF). The ESP programs listed in the following Table 5 through Table 6a are provided to all DTA clients.

Skills Training and Education for TAFDC Recipients (ESP)

DTA contracts with the sixteen Workforce Investment Areas statewide to provide direct services or to sub-contract with a variety of community-based agencies, schools and non-profit organizations to provide Vocational Education and Training, Literacy Improvement, job placement services and post employment services for TAFDC clients. Training programs are predominantly short-term (4-12 weeks). This program operated in the first quarter of FY2010; services have been incorporated in the Comprehensive Integrated Employment Services initiative (see table 6.)

Post Employment Services for TAFDC Recipients (ESP)

Services are provided for current and former TAFDC recipients (up to 12 months after case closes) and are designed to eliminate barriers to employment, increase usage of transitional benefits, promote long-term workforce retention, expedite re-employment and enhance career advancement. This program operated in the first quarter of FY2010; services have been incorporated in the Comprehensive Integrated Employment Services initiative (see Table 6.)

FY2010 Workforce Investment Resources for Local Service Delivery

Table 5: Transitional Workforce (continued)

One-Stop Career Centers (OSCCs)

FY2010 Resources for Low-Income Adults and TAFDC Recipients and Number Served, by Workforce Area

	WIA Title I for Low-Income Adults			Skills Training & Education Services for TAFDC Recipients		Post Placement Services for TAFDC Recipients		Total Low-Income & TAFDC Adults*
	Formula Resources	ARRA Resources	# Served	Resources	# Served	Resources	# Served	Resources
Workforce Area								
Berkshire County	\$222,056	\$127,980	164	\$18,728	15	\$0	0	\$368,764
Boston	\$1,631,890	\$937,478	424	\$30,433	14	\$28,501	51	\$2,628,302
Bristol County	\$1,581,220	\$908,147	726	\$16,387	10	\$5,750	27	\$2,511,504
Brockton Area	\$631,892	\$363,307	120	\$0	0	\$0	0	\$995,199
Cape and Islands	\$618,479	\$355,219	176	\$7,023	4	\$6,520	21	\$987,241
Central Mass.	\$1,365,125	\$784,090	265	\$2,341	15	\$17,612	31	\$2,169,168
Franklin/Hampshire	\$348,733	\$200,734	79	\$9,365	10	\$0	0	\$558,832
Greater Lowell	\$615,498	\$353,509	111	\$39,797	18	\$8,015	27	\$1,016,819
Greater New Bedford	\$1,134,126	\$651,578	288	\$4,682	8	\$0	0	\$1,790,386
Hampden County	\$1,849,475	\$1,062,441	688	\$46,820	25	\$37,344	106	\$2,996,080
Merrimack Valley	\$1,073,024	\$616,776	251	\$9,364	20	\$0	0	\$1,699,164
Metro North	\$1,020,863	\$586,454	377	\$11,705	11	\$9,301	48	\$1,628,323
Metro South/West	\$448,583	\$257,392	75	\$7,023	4	\$0	0	\$712,998
North Central Mass.	\$742,175	\$426,445	167	\$16,387	14	\$0	0	\$1,185,007
North Shore	\$779,432	\$448,211	317	\$2,341	6	\$16,813	18	\$1,246,797
South Shore	\$840,535	\$482,857	247	\$0	0	\$0	0	\$1,323,392
TOTAL	\$14,903,106	\$8,562,618	4,475	\$222,396	174	\$129,856	329	\$23,817,976
Information Source: DCS				DTA ESP		DTA ESP		

* The adults served in WIA Low-Income Adult and DTA ESP TAFDC programs are included in the overall OSCC job seeker count on Table 3.

FY2010 Workforce Investment Resources for Local Service Delivery

Funding Notes

Table 6: Transitional Workforce: (continued)

Department of Transitional Assistance-Employment Services Program (ESP)

The Employment Services Program (ESP) is a statewide program administered by the Department of Transitional Assistance (DTA) to assist recipients of Transitional Aid to Families with Dependent Children (TAFDC) in transitioning to employment that will provide them with economic self-sufficiency. The programs are supported by both state funds as well as the federal Temporary Assistance to Needy Families (TANF). The following ESP programs are provided to all DTA clients.

Competitive Integrated Employment Services (CIES)

Employment Ready (CIES Model I)

The Employment Ready component is designed to help TAFDC clients adapt to the work environment and to the job search process in a structured and supportive atmosphere. It is geared to serve individuals who have work experience or who are returning to the labor market after an absence of not more than two years. Employment Ready is a program that helps participants obtain and maintain employment. Employment Ready is an intensive 20-30 hour per week activity. The duration of the activity will vary by provider. It includes job readiness, job search skills instruction and practice, case management and staff directed job search activities in a comprehensive supportive delivery system that leads to successful job placement. It may also include a skills training activity.

Employment Training and Education (CIES Model II)

The Employment Training and Education component is specifically designed to serve clients with minimal barriers to employment. The range of training services include: initial activities which are predominantly short-term (average 4-12 weeks in duration). Examples of such activities include: Business Skills Training, Child Care Training, Clerical Training and training Certified Nurse's Aide (CNA), Computer/Data Entry Clerk, Customer Service, Dental Assistants, Electronics Assembly, Food Services, Home Health Aide, Legal Secretary, and Medical Office Skills. Clients may then be placed in work sites where they can earn wages.

Employment Supports (CIES Model III)

The Employment Supports component is specifically designed to serve clients with moderate barriers to employment. The program components include Employment Supports Services, Employment Supports Work, Job Placement, Employment/ Retention services, and follow-up services. The range of services which are short-term programs average 4-12 weeks in duration. Depending on the vendor, clients may be placed in highly supportive work sites where they can earn wages in addition to receiving a reduced TAFDC grant while transitioning into an unsubsidized job.

Enhanced Employment Supports (CIES Model IV)

The Enhanced Employment Supports component is specifically designed to serve clients with significant barriers to employment. Providers utilize an individualized approach that assists clients in reaching self-sufficiency through comprehensive assessment, job placement with initial employment services and ongoing support services. The initial activities are short-term (average 4-12 weeks in duration). Clients who have been unable to meet the criteria of other ESP programs or who have been unsuccessful in those programs may be appropriate for the more intensive services offered to obtain and maintain employment.

FY2010 Workforce Investment Resources for Local Service Delivery

Table 6: Transitional Workforce (continued)

**Employment Services Program for TAFDC Recipients
FY2010 Comprehensive Integrated Employment Services (CIES) Resources and Number Served, by Workforce Area**

Workforce Area	CIES Model 1 Employment Ready		CIES Model 2 Employment Training and Education		CIES Model 3 Employment Supports		CIES Model 4 Enhanced Employment Supports		Total CIES	
	Resources	# Served	Resources	# Served	Resources	# Served	Resources	# Served	Resources	# Served
Berkshire County	\$42,000	31	\$34,252	18	\$40,807	13	\$0	0	\$117,059	62
Boston	\$286,628	247	\$423,697	241	\$851,983	339	\$239,538	62	\$1,725,821	889
Bristol County	\$174,153	139	\$125,281	74	\$320,589	108	\$118,157	21	\$738,180	342
Brockton Area	\$185,978	87	\$89,305	63	\$208,210	93	\$38,817	4	\$522,310	247
Cape and Islands	\$71,070	45	\$64,531	45	\$75,413	33	\$0	0	\$211,014	123
Central Mass.	\$202,456	92	\$205,915	148	\$499,964	210	\$39,186	10	\$947,521	460
Franklin/Hampshire	\$22,067	13	\$18,148	10	\$71,827	20	\$7,627	1	\$119,669	44
Greater Lowell	\$113,324	76	\$125,328	71	\$288,326	105	\$40,481	12	\$567,459	264
Greater New Bedford	\$180,507	136	\$145,374	100	\$381,462	162	\$0	0	\$707,343	398
Hampden County	\$359,432	260	\$286,251	190	\$845,793	339	\$212,189	40	\$1,703,665	829
Merrimack Valley	\$137,376	95	\$137,058	80	\$336,496	125	\$28,710	8	\$639,640	308
Metro North	\$236,047	161	\$174,718	110	\$429,297	171	\$107,838	27	\$947,900	469
Metro South/West	\$31,385	23	\$14,508	15	\$74,428	36	\$13,548	2	\$133,869	76
North Central Mass.	\$29,498	21	\$86,921	62	\$138,189	63	\$59,290	13	\$313,898	159
North Shore	\$246,704	174	\$156,243	98	\$404,603	155	\$71,169	17	\$878,719	444
South Shore	\$17,880	12	\$20,081	12	\$50,630	17	\$25,843	7	\$114,434	48
TOTAL	\$2,336,505	1,612	\$2,107,611	1,337	\$5,018,017	1,989	\$1,002,393	224	\$10,464,526	5,162

Information Source: DTA ESP

* Resources have been assigned to primary location of vendor/provider; in some cases services are provided across WIB boundaries.

FY2010 Workforce Investment Resources for Local Service Delivery

Funding Notes

Table 6a: Transitional Workforce: (continued)

Department of Transitional Assistance-Employment Services Program (ESP)

Additional Employment Services for TAFDC Recipients

In addition to Comprehensive Integrated Employment Services, DTA supports additional services across a spectrum of workforce development service providers and community-based organizations.

Young Parents Program

The DTA Employment Service Program (ESP) contracts with various community-based public/nonprofit organizations to implement the Young Parents Program (YPP) at numerous locations throughout the state. YPP serves pregnant and/or parenting TANF recipients between the ages of 14 and 21 who have not attained a high school diploma or its equivalent. YPP services include assessment, adult basic education, preparation for General Education Diploma (GED) testing, life and parenting skills, counseling, prevocational activities, job development, job placement and follow-up services.

Refugees and Immigrants

The Office of Refugees and Immigrants (ORI) program provides Job Search/Job Readiness services (JSJR) and Post-Employment Services (PES) to non-English, non-Spanish speaking TAFDC clients who are former refugees and/or recent immigrants with a wide range of cultural and linguistic barriers to employment. The clients are provided services in their native language and service providers use culturally sensitive approaches to overcoming barriers to employment. Activities included are: assessment, job search, ESOL instruction, job matching and job development, job placement and post employment services.

Supported Work Providers

The DTA Employment Service Program (ESP) contracts with community-based public/non-profit organizations to serve recipients with considerable barriers to employment. The Supported Work Program places recipients in highly supportive work sites where they earn subsidized wages in addition to receiving a reduced TAFDC grant while transitioning into an unsubsidized job. The program components are Job Search/Job Readiness (JSJR) (30–90 days); worksite placement (2–5 months); job placement and follow-up services that include English for employment/employment retention for up to one year (30–90 days after entering unsubsidized employment).

Transportation

DTA's Transportation program offers transportation assistance to TAFDC clients moving into the labor force. While participating in ESP approved activities, TAFDC clients are eligible to be reimbursed (up to a maximum amount determined by policy), receive a gas card or commuter check, or participate in a car ownership component when traveling to education and training sites while looking for a job. For a client who is employed at least 20 hours per week, a former recipient who is employed and closed due to earnings or a former recipient who was in an ESP education and training program when he or she reaches the end of the 24-month period, eligibility for transportation services is limited to 60 days.

Community College Vocational Education and Training Program

Under an Interagency Service Agreement with the Massachusetts Community Colleges Executive Office, the Education That Works Program (ETWP) provides certificate and non-certificate short-term (4–16 weeks duration) training programs integrating academic and occupational learning as well as providing assistance with job placements.

FY2010 Workforce Investment Resources for Local Service Delivery

Table 6a: Transitional Workforce (continued)

**Employment Services Program for TAFDC Recipients
FY2010 Additional Employment Services Program Resources and Number Served, by Workforce Area**

	Young Parents Program		Refugees and Immigrants		Supported Work Providers		Transportation		Community College Voucher Program		Total Additional Esp*	
	Resources	# Served	Resources	# Served	Resources	# Served	Resources	# Served	Resources	# Served	Resources	# Served
Workforce Area												
Berkshire County	\$91,900	17	\$0	0	\$0	0	\$0	0	\$0	0	\$91,900	17
Boston	\$85,300	37	\$150,600	90	\$43,000	43	\$0	0	\$158,210	50	\$437,110	220
Bristol County	\$436,300	91	\$0	0	\$40,000	40	\$0	0	\$82,560	33	\$558,860	164
Brockton Area	\$165,000	32	\$0	0	\$0	0	\$0	0	\$0	0	\$165,000	32
Cape and Islands	\$53,000	10	\$0	0	\$0	0	\$0	0	\$113,130	34	\$166,130	44
Central Mass.	\$305,600	76	\$124,600	50	\$0	0	\$0	0	\$0	0	\$430,200	126
Franklin/Hampshire	\$37,800	10	\$0	0	\$0	0	\$0	0	\$0	0	\$37,800	10
Greater Lowell	\$108,700	30	\$0	0	\$71,000	71	\$0	0	\$223,910	70	\$403,610	171
Greater New Bedford	\$315,900	57	\$0	0	\$71,000	71	\$0	0	\$0	0	\$386,900	128
Hampden County	\$1,613,000	315	\$153,000	107	\$70,000	70	\$0	0	\$335,840	99	\$2,171,840	591
Merrimack Valley	\$686,200	149	\$0	0	\$22,000	22	\$0	0	\$0	0	\$708,200	171
Metro North	\$218,900	40	\$44,400	22	\$36,000	36	\$0	0	\$140,910	42	\$440,210	140
Metro South/West	\$37,100	7	\$0	0	\$0	0	\$0	0	\$0	0	\$37,100	7
North Central Mass.	\$78,000	14	\$0	0	\$0	0	\$0	0	\$0	0	\$78,000	14
North Shore	\$186,700	40	\$63,000	39	\$0	0	\$0	0	\$0	0	\$249,700	79
South Shore	\$83,900	18	\$0	0	\$3,000	3	\$0	0	\$0	0	\$86,900	21
Statewide Services	na	na	\$95,644	na	na	na	\$1,929,812	4,359	na	na	\$2,025,456	4,359
TOTAL	\$4,503,300	943	\$631,244	308	\$356,000	356	\$1,929,812	4,359	\$1,054,560	328	\$8,474,916	6,294

Information Source: DTA ESP

* Resources have been assigned to primary location of vendor/provider; in some cases services are provided across WIB boundaries.

FY2010 Workforce Investment Resources for Local Service Delivery

Funding Notes

Table 7: Transitional Workforce: (continued)

Executive Office of Elder Affairs

Senior Community Service Employment Program (SCSEP)

The U.S. Department of Labor (USDOL) funds SCSEP under the Older Americans Act of 1965, as reauthorized in 2006, to provide low-income individuals 55 years or older with subsidized work experience and community service training leading to unsubsidized employment. Massachusetts is currently allotted 1,261 SCSEP participant slots (individuals to be trained) at a unit cost of \$9,644/year (unadjusted for regional cost differences) to be administered through five service providers. The distribution of SCSEP funds/slots to counties is determined based on the eligible senior population in the census data of each county. Individuals age 55 and over, with multiple barriers to employment and who have income at or below 125% of the poverty level are eligible to participate in SCSEP programs. The Older Americans Act requires that eligible persons have reasonably equal geographical access to the SCSEP. The term “equitable share” refers to the number of eligible SCSEP positions allocated within an area, based on census information, and the “difference with equitable share” is the discrepancy between the number of allocated positions and filled positions. New and vacant positions within the state are reallocated to reduce or eliminate such discrepancies. The five providers include one state provider—the Massachusetts Executive Office of Elder Affairs (EOEA)—and four national providers: 1) Senior Services America, Inc., 2) the National Senior Network, 3) the Urban League and 4) the National Asian Pacific Center on Aging. There is at least one provider in every county. Funding to the national providers is awarded directly by USDOL and administered independently by these organizations. The Commonwealth and the four national providers operating in Massachusetts received additional funding under the American Recovery and Reinvestment (ARRA.) The slot and funding levels are shown on Table 7a.

FY2010 Workforce Investment Resources for Local Service Delivery

Table 7: Transitional Workforce (continued)

Senior Community Service Employment Program (SCSEP)
FY2010 Formula Allocation Resources and Number of Participant Slots, by County

County*	SCSEP Equitable Share	State Allotment Executive Office of Elder Affairs		Senior Service America, Inc.		National Senior Network		Urban League		National Asian Pacific Center on Aging		Massachusetts SCSEP Totals	
		Resources	# Slots	Resources	# Slots	Resources	# Slots	Resources	# Slots	Resources	# Slots	Resources	# Slots
Barnstable County	50	\$0	0	\$482,330	50	\$0	0	\$0	0	\$0	0	\$482,330	50
Berkshire County	34	\$221,564	23	\$154,346	16	\$0	0	\$0	0	\$0	0	\$375,910	39
Bristol County	138	\$9,633	1	\$1,331,232	138	\$0	0	\$0	0	\$0	0	\$1,340,865	139
Dukes County	3	\$0	0	\$28,940	3	\$0	0	\$0	0	\$0	0	\$28,940	3
Essex County	148	\$337,162	35	\$0	0	\$1,080,420	112	\$0	0	\$0	0	\$1,417,582	147
Franklin County	15	\$0	0	\$163,992	17	\$0	0	\$0	0	\$0	0	\$163,992	17
Hampden County	108	\$366,062	38	\$704,202	73	\$0	0	\$0	0	\$0	0	\$1,070,264	111
Hampshire County	22	\$57,799	6	\$202,579	21	\$0	0	\$0	0	\$0	0	\$260,378	27
Middlesex County	223	\$616,526	64	\$0	0	\$1,369,819	142	\$0	0	\$77,154	8	\$2,063,499	214
Nantucket County	1	\$0	0	\$9,647	1	\$0	0	\$0	0	\$0	0	\$9,647	1
Norfolk County	98	\$192,664	20	\$0	0	\$0	0	\$540,210	56	\$125,375	13	\$858,249	89
Plymouth County	76	\$202,297	21	\$549,856	57	\$0	0	\$0	0	\$0	0	\$752,153	78
Suffolk County	190	\$134,865	14	\$0	0	\$0	0	\$1,311,939	136	\$385,769	40	\$1,832,573	190
Worcester County	155	\$337,163	35	\$1,167,240	121	\$0	0	\$0	0	\$0	0	\$1,504,403	156
TOTAL	1,261	\$2,475,735	257	\$4,794,364	497	\$2,450,239	254	\$1,852,149	192	\$588,298	61	\$12,160,785	1,261

Information Source: EOE

*Note: Resources in this table are shown by county for federal Program Year 2009.

FY2010 Workforce Investment Resources for Local Service Delivery

Table 7a: Transitional Workforce (continued)

Senior Community Service Employment Program (SCSEP)

FY2010 American Recovery and Reinvestment Act (ARRA) Resources and Number of Participant Slots, by County

County*	SCSEP Equitable Share	State Allotment Executive Office of Elder Affairs		Senior Service America, Inc.		National Senior Network		Urban League		National Asian Pacific Center on Aging		Massachusetts SCSEP Totals	
		Resources	# Slots	Resources	# Slots	Resources	# Slots	Resources	# Slots	Resources	# Slots	Resources	# Slots
Barnstable County	11	\$0	0	\$96,627	11	\$0	0	\$0	0	\$0	0	\$96,627	11
Berkshire County	7	\$47,870	5	\$35,137	4	\$0	0	\$0	0	\$0	0	\$83,007	9
Bristol County	30	\$0	0	\$281,097	32	\$0	0	\$0	0	\$0	0	\$281,097	32
Dukes County	1	\$0	0	\$8,784	1	\$0	0	\$0	0	\$0	0	\$8,784	1
Essex County	32	\$76,592	8	\$0	0	\$251,087	26	\$0	0	\$0	0	\$327,679	34
Franklin County	3	\$0	0	\$26,353	3	\$0	0	\$0	0	\$0	0	\$26,353	3
Hampden County	24	\$67,018	7	\$149,333	17	\$0	0	\$0	0	\$0	0	\$216,351	24
Hampshire County	5	\$9,574	1	\$43,921	5	\$0	0	\$0	0	\$0	0	\$53,496	6
Middlesex County	48	\$134,037	14	\$0	0	\$260,744	27	\$0	0	\$18,982	2	\$413,763	43
Nantucket County	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0	0
Norfolk County	21	\$38,296	4	\$0	0	\$0	0	\$96,601	10	\$28,473	3	\$163,370	17
Plymouth County	17	\$47,870	5	\$114,196	13	\$0	0	\$0	0	\$0	0	\$162,066	18
Suffolk County	41	\$28,722	3	\$0	0	\$0	0	\$289,802	30	\$75,929	8	\$394,453	41
Worcester County	34	\$67,018	7	\$245,960	28	\$0	0	\$0	0	\$0	0	\$312,978	35
TOTAL	274	\$516,999	54	\$1,001,409	114	\$511,831	53	\$386,402	40	\$123,385	13	\$2,540,026	274

EOEA

Information Source:

*Note: Resources in this table are shown by county for federal Program Year 2009.

FY2010 Workforce Investment Resources for Local Service Delivery

Table 7b: Transitional Workforce (continued)
Senior Community Service Employment Program (SCSEP)
FY2010 Formula Allotment and ARRA Resources and Number of Participant Slots, by Workforce Area

	State Allotment				National SCSEP Grantees										Massachusetts SCSEP	
	Executive Office of Elder Affairs				Senior Service America, Inc.		National Senior Network		Urban League		National Asian Pacific Center on Aging				Totals	
	Resources	# Slots	Resources	# Slots	Resources	# Slots	Resources	# Slots	Resources	# Slots	Resources	# Slots	Resources	# Slots	Resources	# Slots
Workforce Area*																
Berkshire County	\$269,442	28	\$189,714	20	\$0	0	\$0	0	\$0	0	\$0	0	\$459,157	48	\$459,157	48
Boston	\$134,721	14	\$0	0	\$0	0	\$0	0	\$1,360,499	141	\$394,311	41	\$1,889,531	196	\$1,889,531	196
Bristol County	\$9,623	1	\$1,062,400	112	\$0	0	\$0	0	\$0	0	\$0	0	\$1,072,023	113	\$1,072,023	113
Brockton Area	\$105,852	11	\$313,029	33	\$0	0	\$0	0	\$28,947	3	\$9,617	1	\$457,445	48	\$457,445	48
Cape and Islands	\$0	0	\$626,057	66	\$0	0	\$0	0	\$0	0	\$0	0	\$626,057	66	\$626,057	66
Central Mass.	\$288,688	30	\$1,005,486	106	\$0	0	\$0	0	\$0	0	\$0	0	\$1,294,174	136	\$1,294,174	136
Franklin/Hampshire	\$76,984	8	\$464,800	49	\$0	0	\$0	0	\$0	0	\$0	0	\$541,784	57	\$541,784	57
Greater Lowell	\$134,721	14	\$0	0	\$299,102	31	\$0	0	\$0	0	\$19,235	2	\$453,057	47	\$453,057	47
Greater New Bedford	\$28,869	3	\$550,172	58	\$0	0	\$0	0	\$0	0	\$0	0	\$579,040	61	\$579,040	61
Hampden County	\$433,032	45	\$853,715	90	\$0	0	\$0	0	\$0	0	\$0	0	\$1,286,747	135	\$1,286,747	135
Merrimack Valley	\$182,836	19	\$0	0	\$588,555	61	\$0	0	\$0	0	\$0	0	\$771,390	80	\$771,390	80
Metro North	\$356,049	37	\$0	0	\$713,984	74	\$241,223	25	\$241,223	25	\$105,791	11	\$1,417,047	147	\$1,417,047	147
Metro South/West	\$394,540	41	\$18,971	2	\$569,258	59	\$366,659	38	\$366,659	38	\$125,025	13	\$1,474,454	153	\$1,474,454	153
North Central Mass.	\$125,098	13	\$369,943	39	\$48,242	5	\$0	0	\$0	0	\$0	0	\$543,283	57	\$543,283	57
North Shore	\$230,951	24	\$0	0	\$742,930	77	\$0	0	\$0	0	\$0	0	\$973,880	101	\$973,880	101
South Shore	\$221,328	23	\$341,486	36	\$0	0	\$241,223	25	\$241,223	25	\$57,704	6	\$861,741	90	\$861,741	90
TOTAL	\$2,992,734	311	\$5,795,773	611	\$2,962,070	307	\$2,238,551	232	\$2,238,551	232	\$711,683	74	\$14,700,811	1,535	\$14,700,811	1,535

Information Source: EOE

*Note: Federal PY2009 allocations by county have been translated into workforce areas by proportional share of Census population figures.

FY2010 Workforce Investment Resources for Local Service Delivery

Funding Notes

Table 8: Transitional Workforce: (continued)

Department of Housing and Community Development (DHCD)

Community Service Block Grants (CSBG) Funds—Employment and Training Activities

The federal Community Service Block Grant (CSBG) to Massachusetts provides assistance to local communities, working through a network of 24 Massachusetts Community Action Agencies, for reduction of poverty, revitalization of low-income communities, and empowerment of low-income families and individuals (with income up to 200% of federal poverty level) in rural and urban areas to become fully self-sufficient. Additional objectives are to:

1. provide services and activities having a measurable and potential major impact on causes of poverty in the community or those areas of the Commonwealth where poverty is a particularly acute problem;
2. provide activities designed to assist low-income participants, including the elderly poor, to: secure and retain meaningful employment; attain an adequate education; make better use of available income; obtain and maintain adequate housing and a suitable living environment; obtain emergency assistance through loans and grants to meet immediate and urgent individual and family needs, including health services, nutritious food, housing, and employment-related assistance; remove obstacles and solve problems which block the achievement of self-sufficiency; achieve greater participation in affairs of the community; and make more effective use of other related programs;
3. provide on an emergency basis for the provision of such supplies and services, nutritious food, and related services, as may be necessary to counteract conditions of starvation and malnutrition among the poor; and
4. coordinate and establish linkages between government and other social services programs to assure the effective delivery of such services to low-income individuals.

Employment and training activities are allowed under CSBG but are not mandated. Though CAAs typically provide such programs, activities may be funded entirely through non-CSBG sources. There are 24 CAAs in Massachusetts, most of which report employment and training activities supported by CSBG funds. The number served by CSBG funded employment related programs represent individuals who received direct services and/or represent the total number served in programs that received operational support from CSBG funds, as reported by CAAs through an annual survey to the Department of Housing and Community Development.

In addition to the annual formula allocation, Massachusetts received a Community Service Block Grant of almost \$25 million under the American Recovery and Reinvestment Act (ARRA). The Commonwealth's Community Action Agencies used the funds for a variety of services and activities, creating/retaining over 440 full-time equivalent staff positions and serving over 60,000 individuals. The grant period extended through September 30, 2010 and the annual report for the grant is not yet available; the breakdown of education, employment and training resources cannot be included in this edition of the Profiles.

DHCD Programs Supported by U.S. Department of Housing and Urban Development (HUD)

Job Links

Job Links is a program operated in collaboration with the Department of Transitional Assistance that supports families making the transition from public assistance to employment by providing tenant-based rental assistance for families that engage in work or occupational training activities that lead to employment. The program is part of the national Welfare-to-Work Housing Voucher Program that was authorized by Congress in 2000. There has been no additional funding in recent years and the number of vouchers has steadily declined as the program phases out. DHCD's Division of Public Housing and Rental Assistance contracts with residential housing agencies to administer the portfolio of vouchers.

FY2010 Workforce Investment Resources for Local Service Delivery

Moving to Work

The Moving to Work initiative is a HUD demonstration project designed to foster the transition to work and economic self-sufficiency among families receiving public assistance and living in publicly subsidized housing. The program provides annual stipends to working families, \$10,000 to Boston area families and \$5,500 to Worcester area participants. A portion of the stipend must be used for rent, a portion is held in escrow for the family to be made available at the end of the program if housing and employment goals are met by the family, and a portion is used to provide work support needs such as child care, transportation and training.

Public Housing and Housing Choice Voucher Family Self-Sufficiency Grants

Family Self-Sufficiency (FSS) is a HUD program that encourages communities to develop local strategies to help Housing Choice voucher families obtain employment that will lead to economic independence and self-sufficiency. Housing agencies work with welfare agencies, schools, businesses and other partners to develop a comprehensive program that give participating voucher family members the skills and experience to obtain employment that pays a living wage. Six public housing agencies provide such services under the separate public housing FSS program for public housing residents. The grants provide funding for FSS program coordinators to assist public housing agencies in operating FSS programs.

FY2010 Workforce Investment Resources for Local Service Delivery

Table 8: Transitional Workforce (continued)

Department of Housing and Community Development (DHCD) Employment Services
FY2010 Community Service Block Grants & Housing and Urban Development Resources and Number Served, by Workforce Area

Workforce Area	Community Service Block Grants (CBDG) at CAAs					Job Links (HUD)		Moving to Work		Housing Choice Vouchers & Public Housing Family Self-Sufficiency Grants (HUD)***
	CSBG Funds Spent on Employment & Training*	Additional CAA Funds for Empl. & Trng Pgms**	Obtained or Upgraded Employment	Completed Skills Certificate or Diploma	Completed ABE or GED Program	Resources	# Served	Resources	# Served	
Berkshire County	\$19,374	\$0	0	0	6	\$28,968	6			\$0
Boston	\$1,046,480	\$2,724,752	596	949	191	\$197,295	15	\$600,000	61	\$261,792
Bristol County	\$74,485	\$1,613,200	0	421	0	\$0	0			\$127,586
Brockton Area	\$15,807	\$0	14	37	0	\$10,802	1			\$68,000
Cape and Islands	\$0	\$0	10	64	1	\$25,896	3			\$0
Central Mass.	\$55,526	\$1,104,075	487	45	65	\$169,444	22	\$610,000	122	\$195,500
Franklin/Hampshire	\$0	\$135,516	33	145	9	\$0	0			\$109,814
Greater Lowell	\$45,000	\$512,316	43	42	31	\$70,182	7			\$127,638
Greater New Bedford	\$20,856	\$0	0	45	20	\$0	0			\$0
Hampden County	\$26,902	\$0	4	179	3	\$6,490	1			\$95,033
Merrimack Valley	\$28,300	\$215,407	30	209	24	\$30,078	3			\$112,401
Metro North	\$43,408	\$0	55	139	0	\$65,765	5			\$503,645
Metro South/West	\$2,325	\$193,923	188	47	13	\$0	0			\$203,264
North Central Mass.	\$5,000	\$205,492	48	67	45	\$0	0			\$98,032
North Shore	\$156,530	\$125,987	176	1,088	213	\$0	0			\$154,095
South Shore	\$21,418	\$0	0	138	26	\$0	0			\$237,942
Statewide	na	na	na	na	na	na	na	na	na	\$169,005
TOTAL	\$1,561,411	\$6,830,668	1,684	3,615	647	\$604,920	63	\$1,210,000	183	\$2,463,747

Information Source: DHCD OCS

DHCD Special Programs

HUD

* Resources have been assigned by the primary location of the Community Action Agency. Information based on 2010 survey for year ending 09/30/2009.

** Additional federal and state resources in Community Action Agencies' budgets for employment and training; non-add sources of funding listed as part of other tables.

*** USHUD Family Self-Sufficiency grants provide funds for local employment and training coordinators.

FY2010 Workforce Investment Resources for Local Service Delivery

Funding Notes

Table 9: Transitional Workforce: (continued)

Massachusetts Commission for the Blind;

Massachusetts Rehabilitation Commission

Massachusetts Commission for the Blind (MCB)

The Massachusetts Commission for the Blind (MCB) provides a wide range of social and rehabilitation services to legally blind Massachusetts residents of all ages. Agency services may address a number of varied needs of an individual blind person. The agency's Vocational Rehabilitation Program is designed to provide vocational rehabilitation services to enable eligible legally blind individuals to obtain and maintain gainful employment. Services include consumer evaluation, education (including tuition, fees, and books), training, provision of adaptive equipment and use of assistive technology, information on job opportunities and job placement. The program has a Technology Unit that provides rehabilitation engineering services as well as adaptive equipment.

Massachusetts Rehabilitation Commission (MRC)

The Massachusetts Rehabilitation Commission (MRC) is responsible for Vocational Rehabilitation Services, Community Services, and eligibility determination for the Social Security Disability Insurance (SSDI) and the Supplemental Security Income (SSI). MRC's Vocational Rehabilitation Program assists individuals with disabilities to obtain and maintain employment. The program helps individuals with physical, psychiatric, cognitive and/or learning disabilities face the challenges of today's job market. This may include identifying job goals based on individual interests and aptitudes, providing funds for college and vocational training, assessing worksite accommodations, providing on the job training, educating employers about the Americans with Disabilities Act, or assisting an individual returning to work after adjusting to a new disabling condition. Vocational rehabilitation programs are directed towards overcoming barriers to employment. Priority is given to those individuals with the most severe disabilities and multiple services needs. In FY2010, the MRC Vocational Rehabilitation Program helped approximately 3,175 people with most severe disabilities to obtain stable employment.

The Vocational Rehabilitation program was allocated additional funding under the American Recovery and Reinvestment Act (ARRA.) The Massachusetts Commission for the Blind received an ARRA amount of \$1.1 million and the Massachusetts Rehabilitation Commission received about \$6 million in additional funds. For the most part, these funds were used for special service and infrastructure projects as well as additional staffing, and are not included in the training and contracted services shown in Table 9.

FY2010 Workforce Investment Resources for Local Service Delivery

Table 9: Transitional Workforce (continued)

**Massachusetts Commission for the Blind and Massachusetts Rehabilitation Commission
FY2010 Vocational Rehabilitation Resources and Number Served, by Workforce Area**

	Massachusetts Commission for the Blind*			Massachusetts Rehabilitation Commission: Vocational Rehabilitation Program**					
	Vocational Rehabilitation		Active Consumers	Contracts for Services	Individual Purchase of Services	Total Contracts & IPS Services	Active Consumers	In Training or Education	
	Resources	# Served	Resources	Resources	Resources	Resources	# Served	# Served	
Workforce Area	Resources	# Served	Resources	Resources	Resources	Resources	# Served	# Served	
Berkshire County	\$38,663	22	\$258,522	\$268,107	\$526,629	887	275		
Boston	\$363,786	207	\$959,017	\$994,573	\$1,953,590	2,293	1,246		
Bristol County	\$165,197	94	\$678,844	\$704,012	\$1,382,856	1,888	898		
Brockton Area	\$115,990	66	\$382,464	\$396,644	\$779,108	1,156	593		
Cape and Islands	\$72,054	41	\$397,508	\$412,245	\$809,753	978	726		
Central Mass.	\$240,766	137	\$1,165,734	\$1,208,953	\$2,374,687	2,652	1,372		
Franklin/Hampshire	\$103,688	59	\$312,748	\$324,343	\$637,091	1,002	568		
Greater Lowell	\$156,410	89	\$404,587	\$419,587	\$824,174	1,409	936		
Greater New Bedford	\$66,782	38	\$344,201	\$356,963	\$701,164	931	494		
Hampden County	\$214,405	122	\$1,230,507	\$1,281,355	\$2,511,862	2,686	1,189		
Merrimack Valley	\$203,860	116	\$527,867	\$552,666	\$1,080,533	1,234	619		
Metro North	\$374,330	213	\$850,258	\$887,011	\$1,737,269	2,526	1,533		
Metro South/West	\$304,033	173	\$607,667	\$634,243	\$1,241,910	1,974	1,043		
North Central Mass.	\$87,871	50	\$191,555	\$204,526	\$396,081	667	215		
North Shore	\$203,860	116	\$533,729	\$555,937	\$1,089,666	1,484	949		
South Shore	\$168,712	96	\$865,077	\$900,027	\$1,765,104	1,839	802		
TOTAL	\$2,880,408	1,639	\$9,710,285	\$10,101,192	\$19,811,477	25,606	13,458		
Information Source:	MCB	MRC							

Information Source: MCB MRC

*MCB Includes purchased services and excludes administration and counseling & other services provided by state agency staff.

**MRC: Includes resources for contracted services and individual purchase of services, out of the total Vocational Rehabilitation funding.
The balance of resources support other activities including counseling, guidance and vocational planning services.

FY2010 Workforce Investment Resources for Local Service Delivery

Funding Notes

Table 10: ARRA Demonstration Projects and the State Energy Sector Partnership (SESP)

Commonwealth Corporation

Commonwealth Corporation administers three demonstration programs supported by EOLWD with additional Statewide 15% WIA funds received under the American Recovery and Reinvestment Act (ARRA) and a three-year program for clean energy and renewable energy projects funded through a competitive USDOL-Employment and Training Administration grant. The three demonstration programs funds were awarded through competitive processes to local organizations.

Construction Trades & Related Occupations Preparation Program (ARRA 15%)

The Construction Trades & Related Occupations Preparation Program provides training and support services to prepare unemployed and underemployed participants directly for jobs and/or apprenticeship placements in construction trades and related occupations. Six local partnerships receiving grants were required to ensure they have all the partners needed to reach and support their target population in securing employment and/or apprenticeships. All partners were required to sign a Memorandum of Agreement (MOA) outlining their role and commitment to the Construction Trades and Related Occupations Preparation Program. All partnerships must include at minimum two Massachusetts businesses within the identified sector that employ Massachusetts residents and agreed to sign the MOA committing to hire successful candidates or apprentices.

Healthcare Skills Gap Partnership (ARRA 15%)

The Healthcare Skills Gap Partnership program provides grants to each of the 16 workforce areas to serve unemployed, underemployed and incumbent workers in demand occupations in the healthcare sector. The grants will:

- Provide education and support services that prepare participants directly for jobs and/or career advancement in the healthcare industry;
- Enroll participants in community college courses that provide academic credit leading to industry recognized certificates and degrees;
- Provide funding for the development or enhancement of existing or new courses, certificates or educational services intended to prepare adults for entry or advancement in healthcare careers; and
- Support the development and implementation of regional workforce planning strategies.

Employment Partnerships (ARRA 15%)

Employment Partnerships include eight local partnerships between Massachusetts employers and education and training organizations that will deliver training and job placement for unemployed and under-employed workers. The partners work collaboratively to train and place unemployed Massachusetts residents into jobs and/or train and support underemployed workers to advance to higher wage jobs. Partnerships focus on a target population (such as veterans, disconnected youth, long term unemployed, older workers, persons with disabilities, etc.) and have demonstrated that they have the experience, capacity and a program design that will address the specific needs of that population. The projects are expected to facilitate close working relationships among the partners, provide appropriate support services to ensure that participants are able to succeed in training and employment, and engage employers in sharing vacancy information, crafting appropriate education and training programs, and placing successful participants in jobs.

FY2010 Workforce Investment Resources for Local Service Delivery

State Energy Sector Partnership (USDOL National ARRA Funding)

The Massachusetts Energy Sector Partnership is co-convened by the Executive Office of Labor and Development and the Executive Office of Energy and Environmental Affairs. The Partnership is made up of 40 leaders in business, organized labor, workforce development policy and practice, clean energy policy, higher education, vocational technical education and community and faith based organizations. Under the leadership of the Massachusetts Workforce Investment Board, the partnership received almost \$ 6 million dollars from the U.S. Department of Labor's Employment and Training Administration. The funding was made available under a national set-aside for clean and renewable energy projects under the American Recovery and Reinvestment Act (ARRA.) The three year grant is administered by Commonwealth Corporation and will support statewide activities for unemployed, underemployed and incumbent workers to secure jobs and wage advancement in demand occupations in targeted industry sectors. Funds will be used by five regional partnerships and three statewide projects. The regional partnerships support enrollment in existing courses at community colleges, vocational technical schools and community based organizations that prepare participants for jobs and national or state industry-recognized certificates. The funds will also support three statewide programs to be offered by labor unions in industrial painting, solar-thermal plumbing installation and green building techniques. The organized labor partners include: the Boston Carpenters Apprenticeship & Training Fund, New England Carpenters Training Center; Plumbers local 12; and the International Union of painters and Allied Trades, District 35 and the Finishing Trades Institute of New England.

FY2010 Workforce Investment Resources for Local Service Delivery

Table 10: Transitional Workforce (continued)

**ARRA Statewide 15% Demonstration Programs and State Energy Sector Partnerships (National USDOL ARRA Funds)
FY2010 Program Resources and Planned Number to be Served, by Workforce Area**

Workforce Area	ARRA Statewide 15% Construction Trades Preparation Program*		ARRA Statewide 15% Healthcare Skills Gap Partnerships		ARRA Statewide 15% Employment Partnerships**		ARRA USDOL Grant for State Energy Sector Partnership (SESP)***		Total ARRA Statewide 15% Demonstration Programs & National ARRA SESP Grants	
	Resources	Plan #	Resources	Plan #	Resources	Plan #	Resources	Plan #	Resources	Plan #
Berkshire County	\$0	0	\$210,000	55	\$0	0	\$0	0	\$210,000	55
Boston	\$327,500	64	\$199,999	60	\$464,710	145	\$1,000,000	130	\$1,992,209	399
Bristol County	\$0	0	\$195,000	60	\$0	0	\$0	0	\$195,000	60
Brockton Area	\$0	0	\$189,679	30	\$0	0	\$700,000	130	\$889,679	160
Cape and Islands	\$0	0	\$190,262	44	\$0	0	\$0	0	\$190,262	44
Central Mass.	\$165,000	48	\$210,000	117	\$166,902	18	\$0	0	\$541,902	183
Franklin/Hampshire	\$180,000	24	\$199,878	41	\$0	0	\$800,000	96	\$1,179,878	161
Greater Lowell	\$167,500	20	\$200,000	30	\$0	0	\$0	0	\$367,500	50
Greater New Bedford	\$0	0	\$209,390	60	\$0	0	\$0	0	\$209,390	60
Hampden County	\$0	0	\$209,990	40	\$167,275	20	\$659,716	120	\$1,036,981	180
Merrimack Valley	\$0	0	\$199,994	48	\$0	0	\$0	0	\$199,994	48
Metro North	\$160,000	20	\$200,000	20	\$0	0	\$0	0	\$360,000	40
Metro South/West	\$0	0	\$200,000	35	\$302,796	78	\$0	0	\$502,796	113
North Central Mass.	\$0	0	\$200,000	54	\$0	0	\$0	0	\$200,000	54
North Shore	\$0	0	\$210,000	35	\$0	0	\$950,000	206	\$1,160,000	241
South Shore	\$0	0	\$209,776	27	\$163,472	41	\$0	0	\$373,248	68
Statewide	na	na	na	na	na	na	\$1,042,155	985	\$1,042,155	985
TOTAL	\$1,000,000	176	\$3,233,968	756	\$1,265,155	302	\$5,151,871	1,667	\$10,650,994	2,901

Information Source: CommCorp

* There are six grants, with two grantees located in Boston workforce area.

** There are eight grants, with three grantees located in Boston region and two grantees in the Metro South/West region.

***Funds awarded by USDOL to the Commonwealth under the national competitive ARRA High Growth and Emerging Industries (HGEI) Grants.

The grant period is January 2010 through January 2013. There are 3 statewide projects and 5 regional partnerships:

Metro Boston (Boston, Metro North, Metro South/West); Northeast (North Shore, Merrimack Valley, Greater Lowell);
Northwest (Franklin/Hampshire, Berkshire, North Central); Southeast (Brockton, Greater New Bedford); and Southwest (Hampden, Central Mass.)

FY2010 Workforce Investment Resources for Local Service Delivery

Funding Notes

Table 11: Incumbent Workforce

Workforce Training Fund General Program

The Workforce Training Fund (WTF), administered by the Department of Workforce Development's Division of Career Services, provides one-to-one matching grants to large and small businesses, labor and business organizations in Massachusetts to pay for training to upgrade the skills of their workforce. Budget uncertainties in the first half of the year resulted in a much reduced level of new grant awards as compared to prior years. Since the first round of grants in March 1999, through FY2010, the fund has awarded over \$177 million to 2,508 Massachusetts companies to train 249,443 Massachusetts workers.

Workforce Training Fund Express Program

The Workforce Training Fund (WTF) Express program provides grants on a one-to-one matching basis to small business and labor organizations. The Express grants are accessed through an easy-to-complete online application and online training directory of pre-approved courses. The Express program features an open application period and quick turnaround. Maximum grant amount is \$15,000. Due to budget uncertainties, no grants were made during 2010 in this category. The program resumed operation in September 2010 (FY2011.) The program has awarded a cumulative total of \$5.4 million to 1,381 companies for 8,172 workers.

Workforce Training Fund Hiring Incentive Training Grant Program (HITG)

The Hiring Incentive Training Grant program of the Workforce Training Fund is open to all employers. It provides training grants of up to \$2,000 per employee and up to \$30,000 a year per company. This program assists in paying training costs for newly hired employees who have been unemployed over one year and those that do not have a call back date from their last employer. Employers can use a training provider of their choice or may also use qualified employees of the company to conduct internal training of new hires. Due to budget uncertainties, the program was on hold until the re-start of the program application process in February 2010. The program has awarded a cumulative total of \$5.9 million to 2,043 companies for 3,387 workers.

Extended Care Career Ladder Initiative (ECCLI)

The Extended Care Career Ladder Initiative, administered by Commonwealth Corporation, provides competitive grants to licensed nursing homes and health care providers to improve the overall quality of care to seniors and disabled individuals. ECCLI grants provide career ladder development and training to improve the clinical skills and job retention of direct care workers. Since the first round of grants in November 2000, ECCLI has helped more than 175 nursing homes and home health agencies train over 9,000 staff members, impacting over 25% of the Massachusetts long-term care industry.

Workforce Competitiveness Trust Fund (WCTF)

The Workforce Competitiveness Trust Fund (WCTF), administered by Commonwealth Corporation, is a state sector strategies initiative, initially funded through the Economic Stimulus Bill of 2006, focused on the Commonwealth's critical industry sectors. It is designed to enable a broad range of residents—including older workers, low-wage workers, low-income individuals, disabled citizens, vulnerable youth, incumbent workers, and the unemployed—to gain access to employment, education, and skills necessary to move forward along a career path leading to economic self-sufficiency. Through a competitive bid process, local workforce intermediaries work in partnership with employers and education and training providers to devise solutions to enhance worker skills, increase business competitiveness, and improve employment and skills for unemployed and low-income workers. There were two grant awards in FY2010 to implement Innovative Post-Secondary Education Models (IPSEM.) IPSEM grants are designed to support post secondary institutions in developing and testing models for accelerating the acquisition of degrees and certificates that address a persistent

FY2010 Workforce Investment Resources for Local Service Delivery

labor market demand. Grantees are currently piloting their program models. IPSEM grantees have agreed to provide curricula and program materials for dissemination to other Massachusetts' post secondary institutions. Since the first round of awards in FY2007, WCTF has funded 40 partnerships through total awards of over \$15 million for both implementation and planning grants.

Learn at Work

The Learn at Work Program is designed to promote public-private partnerships across industries throughout the Commonwealth that specifically focus on workplace-based Basic Skills and English for Speakers of Other Languages (ESOL), and to allow for greater flexibility to meet the needs of workers and businesses. Designers particularly wanted to bring new businesses, unions and ESOL providers to the table. The target population for this initiative includes employed workers 16 and older who are not currently enrolled in high school, and:

- have not earned a high school credential, or
- lack the academic skill level of a high school graduate (as determined by TABE/MAPT scores), or
- have English language skills that limit their ability to advance (as determined by BEST Plus/REEP scores), or
- lack the literacy / numeracy skills necessary to begin college-level work

To be eligible to receive funding, partnerships had to include at least one employer and one provider of adult basic education services acting in partnership. The Learn at Work Program is funded by Commonwealth Corporation using Statewide 15% grants from ARRA and formula Workforce Investment Act allotments and Adult Basic Education funds from the Department of Elementary and Secondary Education's Adult and Community Learning Services division.

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Funding Notes

Table 12: Adult Basic Education (ABE) and English for Speakers of Other Languages (ESOL)

Adult and Community Learning Services

The Adult and Community Learning Services (ACLS) unit at the Massachusetts Department of Elementary and Secondary Education (DESE) manages state and federal funds to provide basic educational services to adults (16 years and older) in two major areas: 1) Adult Basic Education (ABE), basic literacy through General Education Development (GED) or alternative high school diploma; and 2) English for Speakers of Other Languages (ESOL), from native language literacy through English language fluency. ACLS contracts with about 200 education providers across the state, including local education authorities (LEAs), community and state colleges, libraries, non-profit organizations/community based organizations (CBOs), correctional facilities, and others to provide services at the local level. These funds are broken down according to the 16 workforce investment regions. The resources reported include only funding for direct services.

The table also includes enrollments sorted by ABE and ESOL. ESOL enrollments are about 60% of total enrollments. ESOL enrollments have been at least 55% of total since FY2002, the first year of the Workforce Investment Profiles. The table includes a count of individuals on the “wait list” as of June 30, 2010. ABE/ESOL local programs are required to maintain an active “wait list” for applicants who are unable to enroll in any instructional classes due to capacity constraints. Applicants on the list are contacted periodically to confirm that they are still interested in the program. Programs are required to verify their wait list annually.

Funding allocations to regions are based on census data that document the number of area residents who have not attained a high school diploma and the area’s number of non-native English speakers. Decisions about funding to agencies in each local area are determined by a joint decision-making process between ACLS staff and staff from the local workforce development system. In addition to funds distributed to local areas by formula, ACLS also funds Workplace Education, Family Literacy and Transition to Community College programs through competitive processes.

FY2010 Workforce Investment Resources for Local Service Delivery

Funding Notes

Table 12: Adult Basic Education (ABE) and English for Speakers of Other Languages (ESOL)

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Table 12: Adult Basic Education (ABE) and English for Speakers of Other Languages (ESOL)
Massachusetts Department of Elementary and Secondary Education, Adult and Community Learning Services
FY2010 Resources and Number Served, by Workforce Area

Workforce Area	ABE/ESOL Federal*		ABE/ESOL State*		ABE/ESOL Total*		ABE		ESOL		Total		Number on Wait List**	
	Resources		Resources		Resources		# Served		# Served		# Served		#	
Berkshire County	\$60,060		\$986,873		\$1,046,933		379		148		527		38	
Boston	\$2,178,889		\$6,269,569		\$8,448,458		1,778		3,391		5,169		5,558	
Bristol County	\$664,488		\$1,232,710		\$1,897,198		494		432		926		649	
Brockton Area	\$118,912		\$910,875		\$1,029,787		252		399		651		2,129	
Cape and Islands	\$96,443		\$817,610		\$914,053		326		404		730		513	
Central Mass.	\$349,243		\$1,871,197		\$2,220,440		768		669		1,437		1,769	
Franklin/Hampshire	\$288,910		\$1,039,914		\$1,328,824		435		276		711		83	
Greater Lowell	\$288,933		\$841,325		\$1,130,258		358		650		1,008		269	
Greater New Bedford	\$471,212		\$745,095		\$1,216,307		462		432		894		1,057	
Hampden County	\$1,075,681		\$1,031,882		\$2,107,563		791		581		1,372		751	
Merrimack Valley	\$376,464		\$1,493,700		\$1,870,164		339		838		1,177		2,029	
Metro North	\$476,259		\$2,890,190		\$3,366,449		438		2172		2,610		3,826	
Metro South/West	\$376,303		\$1,736,774		\$2,113,077		534		1184		1,718		1,715	
North Central Mass.	\$699,396		\$405,372		\$1,104,768		336		281		617		337	
North Shore	\$716,535		\$567,093		\$1,283,628		495		404		899		1,182	
South Shore	\$93,261		\$870,027		\$963,288		341		288		629		294	
TOTAL	\$8,330,989		\$23,710,206		\$32,041,195		8,526		12,549		21,075		22,199	
Information Source:		DESE ACLS												

* The resources include only funding for direct services, excluding other types of funding for GED Test Centers, SABEs, EvenStart and other activities.
 ** Wait list data is provided as of June 30, 2010.

FY2010 Workforce Investment Resources for Local Service Delivery

Funding Notes

Table 13: Public Higher Education

The Department of Higher Education provided the FY2010 state resources for the Commonwealth's public colleges and universities. This includes the state appropriation, from the FY2010 Budget or General Appropriation Act (GAA), for each community college, state university (state college)* and the University of Massachusetts system. In addition, institutions of public higher education received allotments from the State Fiscal Stabilization Fund (SFSF) under the American Recovery and Reinvestment Act (ARRA.) FY2010 enrollment data includes the Fall 2009 enrollment data for undergraduate and graduate students at the Commonwealth's public colleges and universities. In addition, information was provided on degrees awarded during FY2010 by public community colleges, state universities, and graduate schools. The data shown in this table are by individual institution and include all students, Massachusetts residents as well as out-of-state and foreign students.

* On July 28, 2010, Governor Patrick signed House Bill 4864 into law, creating a state university system for the nine current Massachusetts state colleges. Table 13 has been revised to reflect the revised names for six of the nine institutions in the system.

FY2010 Workforce Investment Resources for Local Service Delivery

Table 13: Higher Education

Massachusetts Community Colleges

FY2010 Resources, Enrollments (Fall 2009) and Degrees Awarded, by Institution

Institution	State Appropriation*	ARRA SFY**	Enrollment: Unduplicated Headcount			Degrees Awarded			
			Undergraduate	Graduate	Total	Certificate***	Associate	Bachelor	Advanced
Berkshire Community College	\$7,224,971	\$2,675,919	2,601	0	2,601	69	221	0	0
Bristol Community College	\$12,455,643	\$4,621,774	8,767	0	8,767	293	854	0	0
Bunker Hill Community College	\$16,076,213	\$5,965,219	11,009	0	11,009	239	770	0	0
Cape Cod Community College	\$8,909,231	\$3,305,848	4,657	0	4,657	97	432	0	0
Greenfield Community College	\$7,100,561	\$2,634,725	2,546	0	2,546	92	249	0	0
Holyoke Community College	\$14,438,282	\$5,357,449	7,473	0	7,473	189	906	0	0
Mass Bay Community College	\$10,813,329	\$4,012,379	5,564	0	5,564	176	384	0	0
Massasoit Community College	\$15,666,138	\$5,813,056	7,941	0	7,941	128	717	0	0
Middlesex Community College	\$15,460,591	\$5,736,787	9,516	0	9,516	111	1012	0	0
Mt. Wachusett Community College	\$9,882,766	\$3,667,086	4,761	0	4,761	270	519	0	0
North Shore Community College	\$15,864,039	\$5,886,490	7,968	0	7,968	296	713	0	0
Northern Essex Community College	\$14,756,413	\$5,475,497	7,385	0	7,385	341	652	0	0
Quinsigamond Community College	\$11,730,750	\$4,352,797	8,348	0	8,348	242	802	0	0
Roxbury Community College	\$8,755,736	\$3,248,893	2,749	0	2,749	23	232	0	0
Springfield Technical Community College	\$19,016,100	\$7,056,091	6,782	0	6,782	204	794	0	0
Community College Total	\$188,150,763	\$69,810,010	98,067	0	98,067	2,770	9,257	0	0
DHE									
Information Source:									

* GAA - General Appropriations Act, as adjusted by 9C reductions.

** ARRA State Fiscal Stabilization Fund (SFY); funds for FY2009 and FY2010 to restore budgets to pre-rescission FY2009 GAA of \$244,355,162.

*** Certificates include 0-1 and 1-2 Year Certificates.

FY2010 Workforce Investment Resources for Local Service Delivery

Table 13a: Higher Education (continued)

Massachusetts State University System and University of Massachusetts
FY2010 Resources, Enrollments (Fall 2009) and Degrees Awarded, by Institution

Institution	State Appropriation*	ARRA SFY**	Enrollment: Unduplicated Headcount				Degrees Awarded				
			Resources	Undergraduate	Graduate	Total	Certificate	Associate	Bachelor	Advanced***	Total
Bridgewater State University	\$30,444,308	\$11,288,126	8,903	1871	10,774	0	0	0	1514	567	2081
Fitchburg State University	\$21,414,936	\$7,943,716	4,223	2,820	7,043	3	3	0	696	518	1,217
Framingham State University	\$19,137,468	\$7,098,906	3,847	2,142	5,989	0	0	0	722	605	1,327
Massachusetts College of Art & Design	\$11,706,484	\$4,342,436	2,261	161	2,422	17	17	0	361	55	433
Massachusetts College of Liberal Arts	\$11,067,778	\$4,105,513	1,675	287	1,962	0	0	0	315	36	351
Massachusetts Maritime Academy	\$10,840,503	\$4,021,206	1,191	97	1,288	10	10	0	182	43	235
Salem State University	\$30,667,259	\$11,375,798	7,764	2,361	10,125	10	10	0	1246	638	1,894
Westfield State University	\$17,882,753	\$6,633,478	5,043	632	5,675	0	0	0	1082	197	1,279
Worcester State University	\$18,225,835	\$6,760,742	4,703	770	5,473	0	0	0	768	340	1108
State Universities Total	\$171,387,324	\$63,569,921	39,610	11,141	50,751	40	40	0	6,886	2,999	9,925
University of Massachusetts Amherst	na	na	20,873	6,143	27,016	114	114	72	4851	1522	6,559
University of Massachusetts Boston	na	na	11,041	3,871	14,912	33	33	0	1,762	1217	3,012
University of Massachusetts Dartmouth	na	na	7,982	1,320	9,302	0	0	0	1,272	316	1,588
University of Massachusetts Lowell	na	na	10,548	3,054	13,602	103	103	39	1477	963	2,582
University of Massachusetts Worcester	na	na	0	1,091	1,091	0	0	0	0	215	215
University of Massachusetts Total	\$379,900,504	\$150,650,190	50,444	15,479	65,923	250	250	111	9,362	4,233	13,956
Community College Total (Table 12)	\$188,150,763	\$69,810,010	98,067	0	98,067	2,770	2,770	9,257	0	0	12,027
TOTAL All Students	\$739,438,593	\$284,030,121	188,121	26,620	214,741	3,060	3,060	9,368	16,248	7,232	35,908

Information Source: DHE

* GAA - General Appropriations Act, as adjusted by 9C reductions.

** ARRA State Fiscal Stabilization Fund (SFY); funds for FY2009 and FY2010. A total of \$230,270,707 was used in FY2010 to restore all systems to pre-rescission FY2009 GAA levels of \$244,355,162 for Community Colleges, \$222,565,327 for State University system, and \$502,788,814 for University of Massachusetts for statewide total of \$969.7 million.

*** Advanced includes all Post-Baccalaureate Certificates, Certificates of Advanced Graduate Study, Masters and Doctoral Degrees.

FY2010 Workforce Investment Resources for Local Service Delivery

Funding Notes

Table 14: FY2010 Summary of Resources by Workforce Area

Table 14 lists the financial resources available during FY2010 within each of the Commonwealth's sixteen workforce regions for the four workforce investment segments—emerging, transition, incumbent, and ABE/ESOL. In some cases resources have been assigned to the workforce region that is the primary location of a local vendor/grantee, although services are provided across workforce area boundaries. (See Table 1 for the statewide summary of the resources.)

FY2010 Workforce Investment Resources for Local Service Delivery

Table 14: FY2010 Summary of Resources by Workforce Area

		Berkshire County	Boston	Bristol County	Brockton
Table 2	Career/Vocational Technical Education Grades 9-12	\$392,311	\$2,005,045	\$911,620	\$549,360
	Career/Vocational Technical Education Post-Secondary	\$161,106	\$612,207	\$541,877	\$246,703
	MCAS Academic Support: Work-and-Learning	\$0	\$240,000	\$238,100	\$96,000
	MCAS Academic Support: OSCC Pathways	\$0	\$165,000	\$54,705	\$54,999
	Connecting Activities Grades 10-12	\$75,000	\$746,900	\$78,300	\$75,000
	WIA Title I Low-Income Youth - Formula	\$249,740	\$1,977,200	\$1,655,232	\$683,654
	WIA Title I Low-Income Youth - ARRA	\$320,456	\$2,541,925	\$2,131,348	\$878,918
	YouthWorks State Summer Jobs Program	\$86,709	\$2,536,500	\$307,817	\$222,347
	Byrne Youth Jobs Program for New Communities	\$49,927	\$0	\$98,848	\$57,978
	Bridging the Opportunity Gap (BOG)	\$70,256	\$100,000	\$60,000	\$38,040
	Emerging Workforce Total	\$1,405,505	\$10,924,777	\$6,077,847	\$2,902,999
Table 3	Wagner Peyser 10% - Formula	\$23,954	\$102,233	\$72,090	\$42,521
	Wagner Peyser 90% - Formula	\$215,584	\$920,099	\$648,814	\$382,687
	Wagner Peyser 10% - ARRA	\$5,080	\$21,433	\$15,240	\$8,999
	Wagner Peyser 90% - ARRA	\$45,720	\$192,894	\$137,159	\$80,989
	Re-Employment Services - ARRA	\$143,139	\$299,746	\$326,087	\$183,078
	USDOL/SSA Disability Program Navigator	\$28,125	\$28,125	\$28,125	\$28,125
	One-Stop Career Center State Appropriation	\$172,651	\$1,032,341	\$172,651	\$172,651
Table 4	WIA Title I Dislocated Workers - Formula	\$360,584	\$889,279	\$1,085,407	\$622,495
	WIA Title I Dislocated Workers - ARRA	\$379,476	\$919,400	\$1,100,223	\$637,977
	National Emergency Grants/Rapid Response Set-Aside	\$0	\$18,939	\$443,812	\$0
	Rapid Response Supplemental - ARRA	\$0	\$159,608	\$175,759	\$0
	Trade Adjustment Assistance	\$232,281	\$538,452	\$2,406,974	\$276,924
Table 5	WIA Title I Low Income Adults - Formula	\$222,056	\$1,631,890	\$1,581,220	\$631,892
	WIA Title I Low Income Adults - ARRA	\$127,980	\$937,478	\$908,147	\$363,307
	TAFDC Employment Services Programs (OSCC)	\$18,728	\$58,934	\$22,137	\$0
Table 6	TAFDC Comprehensive Integrated Employment Services	\$117,059	\$1,801,846	\$738,180	\$522,310
	TAFDC Additional Employment Services Programs	\$91,900	\$437,110	\$558,860	\$165,000
Table 7	Senior Community Service Employment Program (SCSEP)	\$458,917	\$1,892,972	\$1,070,495	\$463,363
Table 8	Community Service Block Grants (CSBG)	\$19,374	\$1,046,480	\$74,485	\$15,807
	Job Links and Moving to Work (HUD)	\$28,968	\$797,295	\$0	\$10,802
	Public Housing/Vouchers Family Self-Sufficiency (HUD)	\$0	\$261,792	\$127,586	\$68,000
Table 9	MA Commission for the Blind: Vocational Rehabilitation	\$38,663	\$363,786	\$165,197	\$115,990
	MA Rehabilitation Commission: Vocational Rehabilitation	\$526,629	\$1,953,590	\$1,382,856	\$779,108
Table 10	ARRA WIA Demonstration Grants	\$210,000	\$992,209	\$195,000	\$189,679
	ARRA State Energy Sector Partnerships	\$0	\$1,000,000	\$0	\$700,000
	Transitional Workforce Total	\$3,466,868	\$17,297,930	\$13,436,505	\$5,761,703
Table 11	Workforce Training Fund Programs	\$4,000	\$35,912	\$495,782	\$121,285
	Extended Care Career Ladder Initiative (ECCLI)	\$0	\$49,982	\$0	\$0
	Workforce Competitiveness Trust Fund (WCTF)	\$0	\$0	\$0	\$0
	Learn-at-Work Program (ARRA/WIA/ABE)	\$0	\$846,868	\$0	\$0
	Incumbent Workforce Total	\$4,000	\$932,762	\$495,782	\$121,285
	Adult Basic Education/ESOL Total (Table 12)	\$1,046,933	\$8,448,458	\$1,897,198	\$1,029,787
	TOTAL FY2010 WORKFORCE INVESTMENT RESOURCES	\$5,923,306	\$37,603,927	\$21,907,332	\$9,815,774

FY2010 Workforce Investment Resources for Local Service Delivery

Table 14: FY2010 Summary of Resources by Workforce Area

		Cape and Islands	Central Massachusetts	Franklin/Hampshire	Greater Lowell
Table 2	Career/Vocational Technical Education Grades 9-12	\$479,643	\$1,123,644	\$420,850	\$766,355
	Career/Vocational Technical Education Post-Secondary	\$198,247	\$355,313	\$133,785	\$365,388
	MCAS Academic Support: Work-and-Learning	\$0	\$140,182	\$11,290	\$0
	MCAS Academic Support: OSCC Pathways	\$0	\$55,000	\$54,998	\$0
	Connecting Activities Grades 10-12	\$75,000	\$75,000	\$75,000	\$75,000
	WIA Title I Low-Income Youth - Formula	\$606,088	\$1,518,707	\$694,131	\$651,951
	WIA Title I Low-Income Youth - ARRA	\$779,197	\$1,952,478	\$892,388	\$838,160
	YouthWorks State Summer Jobs Program	\$0	\$628,641	\$0	\$307,198
	Byrne Youth Jobs Program for New Communities	\$201,219	\$183,887	\$97,562	\$0
	Bridging the Opportunity Gap (BOG)	\$0	\$61,283	\$0	\$30,000
Emerging Workforce Total		\$2,339,394	\$6,094,135	\$2,380,004	\$3,034,052
Table 3	Wagner Peyser 10% - Formula	\$47,678	\$98,451	\$42,979	\$49,168
	Wagner Peyser 90% - Formula	\$429,104	\$886,059	\$386,813	\$442,514
	Wagner Peyser 10% - ARRA	\$10,015	\$20,876	\$9,168	\$10,329
	Wagner Peyser 90% - ARRA	\$90,133	\$187,887	\$82,513	\$92,964
	Re-Employment Services - ARRA	\$179,836	\$327,836	\$157,324	\$216,812
	USDOL/SSA Disability Program Navigator	\$28,125	\$28,125	\$28,125	\$28,125
	One-Stop Career Center State Appropriation	\$172,651	\$172,651	\$172,651	\$172,651
Table 4	WIA Title I Dislocated Workers - Formula	\$494,585	\$1,020,843	\$389,821	\$587,167
	WIA Title I Dislocated Workers - ARRA	\$522,097	\$1,087,489	\$448,239	\$620,149
	National Emergency Grants/Rapid Response Set-Aside	\$0	\$0	\$0	\$622,974
	Rapid Response Supplemental - ARRA	\$0	\$0	\$0	\$0
	Trade Adjustment Assistance	\$0	\$442,754	\$559,396	\$395,463
Table 5	WIA Title I Low Income Adults - Formula	\$618,479	\$1,365,125	\$348,733	\$615,498
	WIA Title I Low Income Adults - ARRA	\$355,219	\$784,090	\$200,734	\$353,509
	TAFDC Employment Services Programs (OSCC)	\$13,543	\$19,953	\$9,365	\$47,812
Table 6	TAFDC Comprehensive Integrated Employment Services	\$211,014	\$947,521	\$119,669	\$567,459
	TAFDC Additional Employment Services Programs	\$166,130	\$430,200	\$37,800	\$403,610
Table 7	Senior Community Service Employment Program (SCSEP)	\$626,328	\$1,290,341	\$540,566	\$445,907
Table 8	Community Service Block Grants (CSBG)	\$0	\$55,526	\$0	\$45,000
	Job Links and Moving to Work (HUD)	\$25,896	\$779,444	\$0	\$70,182
	Public Housing/Vouchers Family Self-Sufficiency (HUD)	\$0	\$195,500	\$109,814	\$127,638
Table 9	MA Commission for the Blind: Vocational Rehabilitation	\$72,054	\$240,766	\$103,688	\$156,410
	MA Rehabilitation Commission: Vocational Rehabilitation	\$809,753	\$2,374,687	\$637,091	\$824,174
Table 10	ARRA WIA Demonstration Grants	\$190,262	\$541,902	\$379,878	\$367,500
	ARRA State Energy Sector Partnerships	\$0	\$0	\$800,000	\$0
Transitional Workforce Total		\$5,062,904	\$13,298,026	\$4,764,367	\$7,263,016
Table 11	Workforce Training Fund Programs	\$2,000	\$369,440	\$155,075	\$184,355
	Extended Care Career Ladder Initiative (ECCLI)	\$0	\$120,645	\$0	\$248,800
	Workforce Competitiveness Trust Fund (WCTF)	\$0	\$0	\$0	\$0
	Learn-at-Work Program (ARRA/WIA/ABE)	\$0	\$155,617	\$225,000	\$0
Incumbent Workforce Total		\$2,000	\$645,702	\$380,075	\$433,155
Adult Basic Education/ESOL Total (Table 12)		\$914,053	\$2,220,440	\$1,328,824	\$1,130,258
TOTAL FY2010 WORKFORCE INVESTMENT RESOURCES		\$8,318,351	\$22,258,303	\$8,853,270	\$11,860,481

FY2010 Workforce Investment Resources for Local Service Delivery

Table 14: FY2010 Summary of Resources by Workforce Area

		Greater New Bedford	Hampden County	Merrimack Valley	Metro North
Table 2	Career/Vocational Technical Education Grades 9-12	\$424,283	\$1,812,822	\$924,216	\$966,686
	Career/Vocational Technical Education Post-Secondary	\$0	\$821,058	\$483,093	\$0
	MCAS Academic Support: Work-and-Learning	\$26,919	\$83,703	\$14,020	\$0
	MCAS Academic Support: OSCC Pathways	\$57,682	\$99,957	\$55,000	\$55,000
	Connecting Activities Grades 10-12	\$75,000	\$143,200	\$75,000	\$75,000
	WIA Title I Low-Income Youth - Formula	\$1,211,358	\$1,990,571	\$1,149,535	\$1,077,279
	WIA Title I Low-Income Youth - ARRA	\$1,557,344	\$2,562,282	\$1,477,863	\$1,384,969
	YouthWorks State Summer Jobs Program	\$281,185	\$904,870	\$397,004	\$340,643
	Byrne Youth Jobs Program for New Communities	\$79,559	\$262,329	\$142,905	\$915,069
	Bridging the Opportunity Gap (BOG)	\$73,645	\$289,257	\$120,000	\$0
Emerging Workforce Total		\$3,786,975	\$8,970,049	\$4,838,636	\$4,814,646
Table 3	Wagner Peyser 10% - Formula	\$39,999	\$79,884	\$56,847	\$131,115
	Wagner Peyser 90% - Formula	\$359,994	\$718,956	\$511,624	\$1,180,037
	Wagner Peyser 10% - ARRA	\$8,442	\$16,957	\$11,950	\$27,384
	Wagner Peyser 90% - ARRA	\$75,982	\$152,617	\$107,550	\$246,451
	Re-Employment Services - ARRA	\$185,652	\$300,029	\$282,936	\$347,133
	USDOL/SSA Disability Program Navigator	\$28,125	\$28,125	\$28,125	\$28,125
	One-Stop Career Center State Appropriation	\$172,651	\$755,086	\$172,651	\$962,573
Table 4	WIA Title I Dislocated Workers - Formula	\$638,331	\$942,879	\$830,805	\$1,046,425
	WIA Title I Dislocated Workers - ARRA	\$696,554	\$1,046,740	\$930,860	\$1,026,366
	National Emergency Grants/Rapid Response Set-Aside	\$233,010	\$62,971	\$37,877	\$21,541
	Rapid Response Supplemental - ARRA	\$23,479	\$4,795	\$0	\$64,855
	Trade Adjustment Assistance	\$383,806	\$1,209,775	\$1,583,738	\$686,889
Table 5	WIA Title I Low Income Adults - Formula	\$1,134,126	\$1,849,475	\$1,073,024	\$1,020,863
	WIA Title I Low Income Adults - ARRA	\$651,578	\$1,062,441	\$616,776	\$586,454
	TAFDC Employment Services Programs (OSCC)	\$4,682	\$84,164	\$9,364	\$21,006
Table 6	TAFDC Comprehensive Integrated Employment Services	\$707,343	\$1,703,665	\$639,640	\$947,900
	TAFDC Additional Employment Services Programs	\$386,900	\$2,171,840	\$708,200	\$440,210
Table 7	Senior Community Service Employment Program (SCSEP)	\$578,011	\$1,286,615	\$767,915	\$1,424,049
Table 8	Community Service Block Grants (CSBG)	\$20,856	\$26,902	\$28,300	\$43,408
	Job Links and Moving to Work (HUD)	\$0	\$6,490	\$30,078	\$65,765
	Public Housing/Vouchers Family Self-Sufficiency (HUD)	\$0	\$95,033	\$112,401	\$503,645
Table 9	MA Commission for the Blind: Vocational Rehabilitation	\$66,782	\$214,405	\$203,860	\$374,330
	MA Rehabilitation Commission: Vocational Rehabilitation	\$701,164	\$2,511,862	\$1,080,533	\$1,737,269
Table 10	ARRA WIA Demonstration Grants	\$209,390	\$377,265	\$199,994	\$360,000
	ARRA State Energy Sector Partnerships	\$0	\$659,716	\$0	\$0
Transitional Workforce Total		\$7,306,857	\$16,708,972	\$10,025,050	\$13,293,793
Table 11	Workforce Training Fund Programs	\$48,799	\$420,860	\$219,530	\$766,930
	Extended Care Career Ladder Initiative (ECCLI)	\$0	\$0	\$0	\$0
	Workforce Competitiveness Trust Fund (WCTF)	\$0	\$0	\$0	\$0
	Learn-at-Work Program (ARRA/WIA/ABE)	\$170,355	\$0	\$0	\$191,303
Incumbent Workforce Total		\$219,154	\$420,860	\$219,530	\$958,233
Adult Basic Education/ESOL Total (Table 12)		\$1,216,307	\$2,107,563	\$1,870,164	\$3,366,449
TOTAL FY2010 WORKFORCE INVESTMENT RESOURCES		\$12,529,293	\$28,207,444	\$16,953,380	\$22,433,121

FY2010 Workforce Investment Resources for Local Service Delivery

Table 14: FY2010 Summary of Resources by Workforce Area

		Metro South/West	North Central	North Shore	South Shore
Table 2	Career/Vocational Technical Education Grades 9-12	\$1,668,271	\$533,834	\$1,130,008	\$494,582
	Career/Vocational Technical Education Post-Secondary	\$160,156	\$289,922	\$380,336	\$94,417
	MCAS Academic Support: Work-and-Learning	\$0	\$50,518	\$0	\$15,000
	MCAS Academic Support: OSCC Pathways	\$0	\$55,000	\$0	\$0
	Connecting Activities Grades 10-12	\$111,600	\$75,000	\$75,000	\$75,000
	WIA Title I Low-Income Youth - Formula	\$584,621	\$753,893	\$797,005	\$820,964
	WIA Title I Low-Income Youth - ARRA	\$751,599	\$969,219	\$1,018,740	\$1,055,446
	YouthWorks State Summer Jobs Program	\$77,419	\$187,663	\$281,185	\$115,819
	Byrne Youth Jobs Program for New Communities	\$229,951	\$47,188	\$204,909	\$204,350
	Bridging the Opportunity Gap (BOG)	\$34,113	\$0	\$80,233	\$25,292
Emerging Workforce Total		\$3,617,730	\$2,962,237	\$3,967,416	\$2,900,870
Table 3	Wagner Peyser 10% - Formula	\$150,255	\$43,781	\$71,403	\$93,752
	Wagner Peyser 90% - Formula	\$1,352,297	\$394,033	\$642,625	\$843,768
	Wagner Peyser 10% - ARRA	\$31,786	\$9,265	\$15,071	\$19,909
	Wagner Peyser 90% - ARRA	\$286,075	\$83,384	\$135,635	\$179,178
	Re-Employment Services - ARRA	\$297,132	\$221,303	\$260,860	\$271,097
	USDOL/SSA Disability Program Navigator	\$28,125	\$28,125	\$28,125	\$28,125
	One-Stop Career Center State Appropriation	\$172,651	\$172,651	\$172,651	\$172,651
Table 4	WIA Title I Dislocated Workers - Formula	\$956,279	\$601,786	\$747,969	\$967,243
	WIA Title I Dislocated Workers - ARRA	\$935,954	\$719,475	\$716,928	\$946,141
	National Emergency Grants/Rapid Response Set-Aside	\$4,635,044	\$0	\$0	\$0
	Rapid Response Supplemental - ARRA	\$0	\$0	\$61,200	\$0
	Trade Adjustment Assistance	\$664,245	\$421,331	\$190,582	\$32,562
Table 5	WIA Title I Low Income Adults - Formula	\$448,583	\$742,175	\$779,432	\$840,535
	WIA Title I Low Income Adults - ARRA	\$257,392	\$426,445	\$448,211	\$482,857
	TAFDC Employment Services Programs (OSCC)	\$7,023	\$16,387	\$19,154	\$0
Table 6	TAFDC Comprehensive Integrated Employment Services	\$133,869	\$313,898	\$878,719	\$114,434
	TAFDC Additional Employment Services Programs	\$37,100	\$78,000	\$249,700	\$86,900
Table 7	Senior Community Service Employment Program (SCSEP)	\$1,467,539	\$546,837	\$977,346	\$863,609
Table 8	Community Service Block Grants (CSBG)	\$2,325	\$5,000	\$156,530	\$21,418
	Job Links and Moving to Work (HUD)	\$0	\$0	\$0	\$0
	Public Housing/Vouchers Family Self-Sufficiency (HUD)	\$203,264	\$98,032	\$154,095	\$237,942
Table 9	MA Commission for the Blind: Vocational Rehabilitation	\$304,033	\$87,871	\$203,860	\$168,712
	MA Rehabilitation Commission: Vocational Rehabilitation	\$1,241,910	\$396,081	\$1,089,666	\$1,765,104
Table 10	ARRA WIA Demonstration Grants	\$502,796	\$200,000	\$210,000	\$373,248
	ARRA State Energy Sector Partnerships	\$0	\$0	\$950,000	\$0
Transitional Workforce Total		\$14,115,678	\$5,605,861	\$8,209,763	\$8,509,185
Table 11	Workforce Training Fund Programs	\$365,773	\$2,000	\$287,375	\$188,284
	Extended Care Career Ladder Initiative (ECCLI)	\$250,000	\$0	\$0	\$0
	Workforce Competitiveness Trust Fund (WCTF)	\$215,000	\$215,000	\$0	\$0
	Learn-at-Work Program (ARRA/WIA/ABE)	\$0	\$0	\$225,000	\$185,765
Incumbent Workforce Total		\$830,773	\$217,000	\$512,375	\$374,049
Adult Basic Education/ESOL Total (Table 12)		\$2,113,077	\$1,104,768	\$1,283,628	\$963,288
TOTAL FY2010 WORKFORCE INVESTMENT RESOURCES		\$20,677,258	\$9,889,866	\$13,973,182	\$12,747,392

FY2010 Workforce Investment Resources for Local Service Delivery

Acronyms and Glossary

ABE	Adult Basic Education (includes reading and math literacy, GED preparation and ESOL instruction)
ACLS	Adult and Community Learning Services, the DESE unit that oversees ABE services
ARRA	American Recovery and Reinvestment Act of 2009
BOG	Bridging the Opportunity Gap Initiative, employment-related programs for DYS youth clients
Byrne Program	Edward Byrne Youth Jobs Program for New Communities (ARRA funded)
CAA	Community Action Agencies
CAP	Career Action Plan (RES) assists OSCC customers to plan their job search and career center activities
CCS	Career Center Seminar (RES) provides information on available OSCC services and programs
CommCorp	Commonwealth Corporation manages a range of youth programs and sector initiatives
CSBG	Community Service Block Grants, funding for services at Community Action Agencies
CIES	Comprehensive Integrated Employment Services, part of DTA Employment Services Programs
DCS	Division of Career Services (DWD) oversees the One-Stop Career Center system
DESE	Department of Elementary and Secondary Education (formerly Department of Education)
DHCD	Department of Housing and Community Development
DHE	Department of Higher Education (formerly Board of Higher Education)
DMH	Department of Mental Health
DTA	Department of Transitional Assistance
DUA	Division of Unemployment Assistance (DWD)
DWD	Department of Workforce Development
DYS	Department of Youth Services
ECCLI	Extended Care Career Ladder Initiative
EOEA	Executive Office of Elder Affairs
EOHHS	Executive Office of Health and Human Services
EOLWD	Executive Office of Labor and Workforce Development
EOPSS	Executive Office of Public Safety and Security
ES	Employment Services (labor exchange) provided by the One-Stop Career Centers
ESP	Department of Transitional Assistance: Employment Services Program
ESOL	English for Speakers of Other Languages
FSS	Family Self-Sufficiency (HUD housing voucher programs)
FUBA	Federal Unemployment Benefits and Allowances Fund
FY	Fiscal Year
GAA	General Appropriations Act (state budget)
GED	General Education Diploma
HUD	U.S. Department of Housing and Development
JSJR	Job Search/Job Readiness (DTA ESP)
MCAS	Massachusetts Comprehensive Assessment System used to assess the skills of K-12 students
MCB	Massachusetts Commission for the Blind
MRC	Massachusetts Rehabilitation Commission
NEG	National Emergency Grants, USDOL WIA funds to support workers affected by mass lay-offs
ORI	Office of Refugees and Immigrants
OSCC	One-Stop Career Center
Perkins IV	The federal Carl D. Perkins Career and Technical Education Improvement Act of 2006
PES	Post Employment Services (DTA ESP)
RES	ReEmployment Services (OSCC) for UI claimants and other unemployed workers

FY2010 Workforce Investment Resources for Local Service Delivery

SCSEP	Senior Community Service Employment Program
SESP	State Energy Sector Partnership
SFSF	State Fiscal Stabilization Fund provides ARRA funds to stabilize state and local government budgets
SSDI	Social Security Disability Insurance
SSI	Supplemental Security Income
TAA	Trade Adjustment Assistance
TAFDC	Transitional Aid to Families with Dependent Children (federal TANF)
TANF	Transitional Assistance for Needy Families, federal funds for families in transition
UI	Unemployment Insurance
USDOL	U.S. Department of Labor
WCTF	Workforce Competitiveness Trust Fund
WIA	Workforce Investment Act of 1998, federal legislation for the workforce development system
WIA Title I	WIA section authorizing activities for low-income youth, adults and dislocated workers
WIA Title II	WIA section authorizing Adult Education and Literacy (ABE) activities
WIA Title III	WIA section authorizing Wagner-Peyser Employment Service activities
WIA Title IV	WIA section authorizing Vocational Rehabilitation services (Rehabilitation Acts of 1998)
WIB	Workforce Investment Board
WTF	Workforce Training Fund
YPP	Young Parent Programs (DTA ESP)

FY2010 Workforce Investment Resources for Local Service Delivery

LIST OF CITIES AND TOWNS IN THE WORKFORCE INVESTMENT AREAS OF MASSACHUSETTS

<u>Berkshire</u>	<u>Cape Cod</u>	<u>Franklin/Hampshire</u>	<u>Greater New Bedford</u>	<u>Metro North (cont'd)</u>	<u>North Central (cont'd)</u>
Adams	Aquinnah	Amherst	Acushnet	North Reading	Bolton
Alford	Barnstable	Ashfield	Dartmouth	Reading	Clinton
Becket	Bourne	Athol	Fairhaven	Revere	Fitchburg
Cheshire	Brewster	Belchertown	Freetown	Somerville	Gardner
Clarksburg	Chatham	Bernardston	Lakeville	Stoneham	Groton
Dalton	Chilmark	Buckland	Marion	Wakefield	Harvard
Egremont	Dennis	Charlemont	Mattapoissett	Watertown	Hubbardston
Florida	Eastham	Chesterfield	New Bedford	Wilmington	Lancaster
Great Barrington	Edgartown	Colrain	Rochester	Winchester	Leominster
Hancock	Falmouth	Conway	Wareham	Winthrop	Lunenburg
Hinsdale	Gosnold	Cummington		Woburn	Pepperell
Lanesborough	Harwich	Deerfield	<u>Hampden</u>		Princeton
Lee	Mashpee	Easthampton	Agawam	<u>Metro South/West</u>	Shirley
Lenox	Nantucket	Erving	Blandford	Acton	Sterling
Monterey	Oak Bluffs	Gill	Brimfield	Ashland	Templeton
Mount Washington	Orleans	Goshen	Chester	Bedford	Townsend
New Ashford	Provincetown	Granby	Chicopee	Bellingham	Westminster
New Marlborough	Sandwich	Greenfield	East Longmeadow	Boxborough	Winchendon
North Adams	Tisbury	Hadley	Granville	Brookline	
Otis	Truro	Hatfield	Hampden	Canton	<u>North Shore</u>
Peru	Wellfleet	Hawley	Holland	Carlisle	Beverly
Pittsfield	West Tisbury	Heath	Holyoke	Concord	Danvers
Richmond	Yarmouth	Huntington	Longmeadow	Dedham	Essex
Sandisfield		Leverett	Ludlow	Dover	Gloucester
Savoy	<u>Central Mass</u>	Leyden	Monson	Foxborough	Hamilton
Sheffield	Auburn	Middlefield	Montgomery	Framingham	Ipswich
Stockbridge	Blackstone	Monroe	Palmer	Franklin	Lynn
Tyringham	Boylston	Montague	Russell	Holliston	Lynnfield
Washington	Brookfield	New Salem	Southwick	Hopkinton	Manchester
West Stockbridge	Charlton	Northampton	Springfield	Hudson	Marblehead
Williamstown	Douglas	Northfield	Tolland	Lexington	Middleton
Windsor	Dudley	Orange	Wales	Lincoln	Nahant
	East Brookfield	Pelham	West Springfield	Littleton	Peabody
<u>Boston</u>	Grafton	Petersham	Westfield	Marlborough	Rockport
Boston	Hardwick	Phillipston	Wilbraham	Maynard	Salem
	Holden	Plainfield		Medfield	Saugus
<u>Bristol</u>	Hopedale	Rowe	<u>Merrimack Valley</u>	Medway	Swampscott
Attleborough	Leicester	Royalston	Amesbury	Millis	Topsfield
Berkley	Mendon	Shelburne	Andover	Natick	Wenham
Dighton	Milford	Shutesbury	Boxford	Needham	
Fall River	Millbury	South Hadley	Georgetown	Newton	<u>South Shore</u>
Mansfield	Millville	Southampton	Groveland	Norfolk	Braintree
North Attleborough	New Braintree	Sunderland	Haverhill	Norwood	Carver
Norton	North Brookfield	Ware	Lawrence	Plainville	Cohasset
Raynham	Northborough	Warwick	Merrimac	Sharon	Duxbury
Rehoboth	Northbridge	Wendell	Methuen	Sherborn	Halifax
Seekonk	Oakham	Westhampton	Newbury	Southborough	Hanover
Somerset	Oxford	Whately	Newburyport	Stow	Hingham
Swansea	Paxton	Williamsburg	North Andover	Sudbury	Holbrook
Taunton	Rutland	Worthington	Rowley	Walpole	Hull
Westport	Shrewsbury		Salisbury	Waltham	Kingston
	Southbridge	<u>Greater Lowell</u>	West Newbury	Wayland	Marshfield
<u>Brockton</u>	Spencer	Billerica		Wellesley	Middleborough
Abington	Sturbridge	Chelmsford	<u>Metro North</u>	Weston	Milton
Avon	Sutton	Dracut	Arlington	Westwood	Norwell
Bridgewater	Upton	Dunstable	Belmont	Wrentham	Pembroke
Brockton	Uxbridge	Lowell	Burlington		Plymouth
East Bridgewater	Warren	Tewksbury	Cambridge	<u>North Central</u>	Plympton
Easton	Webster	Tyngsborough	Chelsea	Ashburnham	Quincy
Hanson	West Boylston	Westford	Everett	Ashby	Randolph
Stoughton	West Brookfield		Malden	Ayer	Rockland
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FY2010 Workforce Investment Resources for Local Service Delivery

The “Regional Workforce Investment (WI) Profiles” is an annual publication providing information on workforce development programs in the Commonwealth of Massachusetts. Annual editions starting with FY2002 profiles are available at:

<http://www.commcorp.org/publications/category.cfm?ID=40>

The Executive Office of Labor and Workforce Development through the Department of Workforce Development issues additional publications titled “Regional Labor Market Information (LMI) Profiles,” which provide information for each region’s employment and demographic trends. To view the Regional LMI Profiles series for the state or a particular region, go to the LMI Publications page of the Executive Office of Labor and Workforce Development:

<http://www.mass.gov/?pageID=elwdagencylanding&L=4&L0=Home&L1=Government&L2=EOLWD+Data+and+Statistics&L3=Labor+Market+Information&sid=Elwd>

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*Metro South/West
Regional Employment Board, Inc.*

*Occupational Sector Project. . .
Leadership Initiatives for
Teaching and Technology (LIFT²)*

*MSWREB, Inc.
Leadership Initiatives for Teaching and Technology*

**Metro Southwest. . .
Technology Heartland**

- 30% of Commonwealth's technology jobs
- Home to bio-tech, life sciences, technology companies: EMC, AstraZenica, PerkinElmer, Boston Scientific, MITRE Corporation
- 36% of jobs in region (190,368): professional and business services, information technology, advanced manufacturing

*MSWREB, Inc.
Leadership Initiatives for Teaching and Technology*

Demand for STEM Workers Will Increase. . .

- US STEM retirement rate:
2000—3.7%; 2010—7.3%
- US demand for engineers:
13% increase—2004 to 2014;
- US replacement & new engineering
jobs: 507,000—2014

*MSWREB, Inc.
Leadership Initiatives for Teaching and Technology*

Massachusetts STEM Paradox. . .

- Massachusetts 8th grade students tied for first in
science and ranked sixth in math in the world
(Trends in International Mathematics and Sciences
Study, 2007)
- 20% select STEM career on SAT

MSWREB, Inc.
Leadership Initiatives for Teaching and Technology

***Inspiration and Motivation. . .
Leadership Initiatives for
Teaching and Technology (LIFT²)***

- Company externship
- Academic coursework
- Leadership strategies

MSWREB, Inc.
Leadership Initiatives for Teaching and Technology

**LIFT²
Results. . .**

- 100 teachers, 45 school districts, 42 companies
- Sun evaluation: teachers incorporate technology and team work in classroom
- Nationally recognized model: Ewing Marion Kaufman Foundation, State Education Technology Directors' Association, Biotechnology Institute national conference invitation
- Jim Stanton, LIFT² Director, appointed to Governor's STEM Advisory Council, Co-Chair of Infrastructure Committee

*MSWREB, Inc.
Leadership Initiatives for Teaching and Technology*

**Glenn Bell, Chief Executive Officer
Simpson Gumpertz & Heger, Waltham**

“Many kids don’t understand what engineering is all about. An effective way to convey the opportunities, rewards, and benefits of the industry is through LIFT² teacher externs. Our teacher was enthusiastic and contributed a great deal, so the experience was not only cost effective, but fun. Not only that, she has continually applied what she learned here to her curriculum, impacting dozens of kids. It is a long-term and necessary program and it feels good to do this for the community.”

**Rachael Smith, Middle School Science Teacher,
Kennedy Middle School, Natick**

“It was an eye opener to me to see how students need to be better prepared for STEM careers. Working at Stantec Engineering Consultants, I learned some ways to introduce STEM careers into my classroom.”

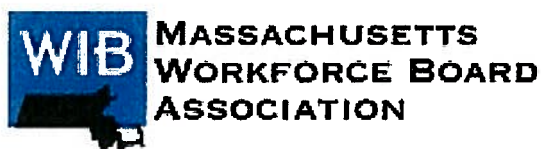
Metro South/West Regional Employment Board



2 0 2 4 6 Miles



Regional Workforce Board Profile of:



Berkshire County Regional Employment Board, Inc.

One Fenn Street, Suite 201, Pittsfield, MA 01201

Phone: 413-442-7177 . Fax: 413-448-2801 . www.BCREB.com

Albert A. Ingegneri, III, Chairman

Heather P. Boulger, Executive Director

Providing Services to: Cities of Pittsfield & North Adams. Towns of Adams, Alford, Becket, Cheshire, Clarksburg, Dalton, Egremont, Florida, Gt. Barrington, Hancock, Hinsdale, Lanesborough, Lee, Lenox, Monterey, Mt. Washington, New Ashford, New Marlborough, Otis, Peru, Richmond, Sandisfield, Savoy, Sheffield, Stockbridge, Tyringham, Washington, West Stockbridge, Williamstown, and Windsor.

2011 Goals and Objectives:

1. **Pipeline Development** - To ensure that youth and the emergent workforce have the academic and core competencies required by employers
2. **Skills Gap** – To enhance the effectiveness of the workforce system to align and coordinate resources/services, engage partners, and connect job seekers to high-demand, high-growth jobs.
3. **System Building** – To position the workforce system to support and align with regional business retention, expansion and job creation efforts.

On-Going Initiatives:

- **Project Health II (2/1/10 – 6/30/2011)** - On-going program development to attract, train and retain healthcare employees. 92 people trained/enrolled in training so far in nursing programs.
- **Project Health – (7/1/2007 – 5/30/2010)** - Workforce Competitiveness Trust Fund grant \$149,990 to train 125 people. Actual 132 people trained in LPN/Technician training; prerequisite courses; workplace readiness. Additional career pathway and outreach activities to more than 750 people.
- **Berkshire Green Technologies** – (5/1/2010 – 12/31/2012)– Part of Northern Tier Energy Sector Training initiative - \$210K to develop/train 27 residents in photovoltaic and green technologies. 13 trained so far.
- **Workforce Training Fund** – On-going – 75 Berkshire County companies have received \$4.5 million to upgrade skills and train 6,721 residents
- **WCTF Manufacturing** – (7/1/2008 – 5/30/2011)– 125 people trained in applied technology, leadership, business services, and CISCO. Strong collaborations and creation of Tech Path 2+2+2.
- **Healthcare STAT** - Youth Medical Encounters – part of Hampden County's CBJTG grant – (7/1/2009-6/30/2011) – 75 youth participated in simulation lab medical encounter
- **Berkshire STEM** – (7/1/2009 -6/30/2012) – pipeline development for our critical science, technology, and engineering companies. Also provide teacher externships and professional development for educators.

Recent Success:

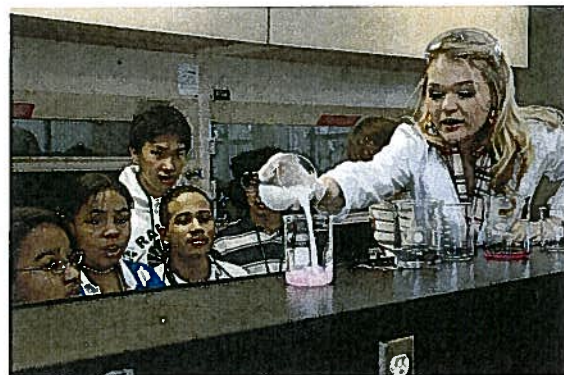
- **Berkshire Works Career Center** served 5,231 customers, 445 employers, and provided more than 35,000 services in FY2010.
- **Project Health** trained 92 so far. Recent major accomplishments are working collaboratively with Berkshire Healthcare Systems to create and ultimately copyright a training program which will be piloted in community colleges, as well as the pilot of WorkKeys/KeyTrain with the Workforce Development Office at Berkshire Community College
- **Connecting Activities** – provides 500 students annually with internships, connected 1250 youth to career exploration activities, and 750 youth to STEM related programs (Robotics Challenge, science fairs, etc.)
- **Reconnect Center** – in only 2 years in existence, this program has assisted 150 at-risk youth. Currently assisting 83 youth – 35 enrolled in GED; 22 obtained GED; 21 employed; 10 enrolled in post-secondary training and linked 95% with continued assistance (housing, social assistance, etc.)
- **Summer youth programs** – placed 60 youth in ARRA program; 50 youth in Youth Works program, recruited 15 companies to hire youth.



Berkshire Green Technologies



Project Health



Berkshire STEM

Notable Partnerships:

Berkshire Compact for Education

Berkshire Chamber of Commerce

1Berkshire (formerly Berkshire Economic Development Corporation)

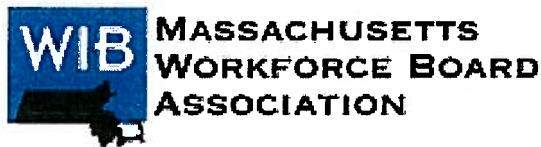
Berkshire Visitor's Bureau

Berkshire Creative

Berkshire Applied Technology Council

Berkshire Central Labor Council

Regional Workforce Board Profile of:



Boston Private Industry Council

2 Oliver Street · Boston, MA · 02109

Phone: 617.423-3755 · Fax: 617.423.1041 · www.bostonpic.org

Dr. Gary Gottlieb, President & CEO Partners HealthCare, Chair
Neil Sullivan, Executive Director

Providing Services to: City of Boston

2011 Goals and Objectives:

The Boston Private Industry Council's goals and objectives are organized into six different domains.

- I. Manage a high-performing Workforce Investment Board, partnering closely with the Mayor's Office of Jobs and Community Services, to ensure that public investments in Boston's workforce development systems are allocated and used responsibly, strategically and creatively
 - Align training vouchers with high demand sectors / occupations
 - Align WIA youth spending with dropout reduction strategy
 - Raise resources from public and private sources to support goals & objectives
- II. Ensure that Boston's Career Centers broker residents into pathways and programs that help them move measurably towards the education, training and experiences that prepare them to progress in the workforce with transferable skills and an orientation towards lifelong learning
 - Conduct a demographic analysis to identify the distribution of services across neighborhoods
 - Develop diverse service modalities developed to address the needs of specific populations
 - Train staff to use LMI to target industries/ businesses that are hiring now and are projected to be hiring in the future
 - Track the number of customers that attend and are hired resulting from mass hiring events, onsite recruitments, and job fairs
- III. Collaborate with industries and higher education systems to better align education, training and certification pathways for particular occupations with significant projected growth
 - Develop more capacity for ABE/ESOL programs that provide contextualized instruction
 - Enroll more students – both youth and adults -- in high demand programs that lead to employment
 - Engage employers in pursuing resources and developing partnerships to support low-skill workers
- IV. Serve as the primary School-to-Career intermediary for Boston Public School high school students, sustaining, innovating and enhancing the quality of school-to-career opportunities so that students build the requisite aspirations, skills, experiences and credentials to progress in the evolving economy
 - Sustain the number of youth employed in summer jobs
 - Develop more opportunities for youth to be employed during the school year
 - Develop career exploration experiences for high school students, such as job shadows and mock interviews
 - Support more youth in passing MCAS through Classroom at the Workplace
- V. Innovate practices and influence policies so that more high school students remain in school through graduation, thereby increasing their access to post secondary education, family sustaining jobs, and, in turn, financial independence

- Re-enroll dropouts in schools or GED programs
 - Organize practitioners to increase and improve service to recovered dropouts, off-track youth and struggling students
 - Drive changes in state and local policies to support effective dropout reduction and recovery practices
- VI. Bridge the crucial transition to post secondary education in order to support workforce attachment and progress, and build a knowledge-based talent pool
- Provide transition coaching to BPS graduates to support persistence in community college
 - Recruit job opportunities for students that provide income for expenses without conflicting with academic demands
 - Measure college persistence and completion rates for graduates of the Boston Public Schools to inform and motivate the Success Boston initiative

Priority Initiatives:

- **Boston Healthcare Careers Consortium** – Funded in 2010 with a grant from Commonwealth Corporation, the Boston Healthcare Careers Consortium is comprised of healthcare providers, community colleges, and other workforce partners convened to 1) support a cohort of students who enrolled in a number of allied health programs in Boston and 2) Create a regional partnership to improve healthcare education & training pathways that lead to associate degrees.
- **Summer Jobs Campaign/YouthWorks** – The PIC Connecting Activities staff connects Boston Public High School students with over 300 paid brokered-internships in the summer. During the school year career specialists provide students with career exploration, job readiness preparation and support writing resumes and interviewing.
- **Project Reconnect** – In partnership with the Boston Public Schools, this project provides outreach to high school dropouts and facilitate their return to school at the Re-engagement Center, a recent BPS investment to provide returning dropouts with thorough intake, assessment and placement services. This is part of a larger dropout prevention and recovery initiative through the **Youth Transitions Task Force**, a multi-sector coalition convened by the PIC, that seeks to make policy and practice changes to lower the dropout rates and numbers in Boston and the state.
- **Success Boston** – This is a collaboration among the Mayor's Office, Boston Public Schools, the higher education community, The Boston Foundation, and community-based organizations to raise the college graduation rates of the BPS graduating Class of 2009 by 50% and to double the graduation rate for the Class of 2010. The PIC provides transition and persistence coaching to community college students.
- **Burke Project** – Supported by the State Street Foundation, this project targets the "in school dropouts" – students who may be attending class but are not earning credits to graduate – at the Burke High School, a turnaround school under the new state legislation. A cohort of students participates in both school-year and summer youth development activities and paid work experiences in community based organizations.

Recent Success:

- 600 students participated in Job Shadow Day during February school vacation week after being rescheduled from February 2nd due to a snow storm.
- 12,000 customers were served by the One Stop Career Center system at the close of the 2nd quarter of FY 2011 in Boston at a pace to exceed last year's total of 18,000.
- The number of students dropping out rate of the Boston Public Schools declined from 1,872 in 2006 to 1,196 in 2010, a decrease of 36% or 676 fewer dropouts.

Notable Partnerships:

The Boston Private Industry Council works very closely with two city partners, the Mayor's Office of Jobs and Community Services which administers Workforce Investment Act funds and other workforce development resources, and the Boston Public Schools, our partner in youth career exploration and employment, dropout prevention and recovery and college success. Industry partners in healthcare, financial services, hospitality, and other STEM-related industries are key to the PIC's success in implementing programs and initiatives to support the development of the labor market.

Regional Workforce Board Profile of:



Bristol Workforce Investment Board

One Government Center, 5th Floor · Fall River, MA · 02722
Phone: 508-675-1165 · Fax: 508-675-1166 · www.bristolwib.org

David Raymondo, Chair
Thomas Perreira, Executive Director

Providing Services to: Cities of Fall River, Taunton and Attleboro. Towns of Berkley, Dighton, Mansfield, North Attleboro, Norton, Raynham, Rehoboth, Seekonk, Somerset, Swansea, and Westport.

2011 Goals and Objectives: One major area of emphasis has been strengthening our connection to area employers. The board has recently completed a series of employer outreach events held throughout the region. This has enabled us to gain information related to the skill set needs of businesses in our region, increased employer use of the local career centers and connect local businesses with different grant opportunities.

Another area of local emphasis is adult basic education. Many job seekers in our area need intervention in upgrading their literacy and language skills. As a result, the WIB has worked with local education providers to establish intensive adult literacy classes that are now accessed by hundreds of local job seekers.

In the area of at-risk youth, the board and its Youth Council has been heavily involved in increasing the level of coordination among the many youth based activities in our region. This has resulted in stronger partnerships with our local school systems, city departments, other government agencies such as DYS, local school to career partnerships, the Community College, and numerous other organizations.

Our board is also very proud of our recent initiatives to increase the quality of workforce development services to individuals with disabilities. Our Disability Action Committee has worked very hard with our career centers and other regional partners to significantly increase the number of disabled individuals accessing education, training and employment services.

Finally, the board has recently been involved in responding to the recent layoff of 800 workers from the AJ Wright Distribution Center in Fall River. A large majority of these individuals will need education and training services. Our board has been actively involved in seeking additional state and federal resources to meet those needs.

On-Going Initiatives:

- Bristol Health Care Skills Gap Partnership – Provides expanded Certified Nurses Aide Training, increased access to medical certificate programs at Bristol Community College, and increased credit alignment between medical certificate and Associate Degree programs.
- DESE Work and Learning project – Provides MCAS remediation and structured employment opportunities for in-school youth who have not met MCAS competency.
- One Stop Career Center Pathways Initiative – Provides education and training services to out-of-school youth who have not met MCAS competency/graduated from high school.

- Shannon Grant Initiative – Provides case management, career readiness, subsidized employment opportunities, supportive services and job search assistance for highly at-risk youth.

Recent Success: In conjunction with the Department of Elementary and Secondary Education (DESE), local one-stop Career Centers and regional education providers, have leveraged resources to provide a wide range of GED (General Education Diploma) and ESOL (English for Speakers of Other Languages) services. In FY'10, Bristol had a high number of dislocated worker enrollments in GED and ESOL services with a total of 527 individuals accessing these services.

In conjunction with regional partners (Mass Rehab, MA Commission for the Blind, DMH, Independent Living Centers and other community based organizations), developed and implemented, through our Disability Action Committee, a Strategic Network Access Plan to increase the quality of workforce development services to Individuals with Disabilities. Have steadily increased the number of individuals with disabilities who utilize the region's one stop career centers.

Combined federal WIA resources with state funded YouthWorks activities to provide more than 400 employment opportunities for youth throughout the region during spring-summer of 2010.

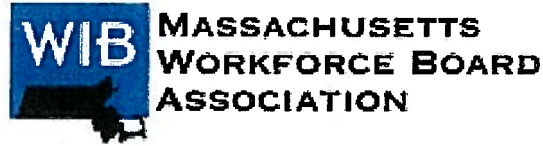
Exceeded goal for total youth served (153% of goal).

In FY'10, Bristol's One Stop Career Centers served a total of 17,487 job seekers, exceeding our planned service level by 36%.

Notable Partnerships:

The Bristol WIB partners with a number of local organizations that play a critical role in our local workforce development system. These include employers in numerous industry clusters, Bristol Community College, University of Massachusetts at Dartmouth, Department of Youth Services, Public school systems throughout the region, Adult Basic Education Community Planning Partnerships in Fall River, Taunton and Attleboro, Greater Attleboro Area School to Career Partnership, Taunton Area School to Career Partnership, the economic development offices in Fall River, Taunton and Attleboro and the Bristol Employment Collaborative.

Regional Workforce Board Profile of:



Brockton Area Workforce Investment Board

34 School Street, Brockton, MA 02301

Phone: 508-584-3234 · Fax: 508-584-3235 · www.BAWIB.org

Anne DeMinico, Chair

Sheila Sullivan-Jardim, Executive Director

Providing Services to: Avon, Abington, Brockton, Easton, Hanson, Bridgewater, East Bridgewater, West Bridgewater, Stoughton, Whitman

2011 Goals and Objectives:

ADULT SERVICES

The Brockton Area Workforce Investment Board (BAWIB) utilized focus groups, interviews, surveys and economic data as tools in defining the services for adults in our region. Our goals are:

- To promote Work Readiness and soft skills training coupled with Job Retention skills training
- To develop training programs to fill skill gaps in emerging industries
- To build instructional capacity for ESOL

EMPLOYERS

Based on the strategies outlined in our planning sessions, BAWIB has targeted several goals for our work with employers:

- To reach out to small businesses in our region to promote sustainability and growth
- To promote state and federal funding opportunities for business strategies
- To focus educational and training opportunities to meet the needs of emerging industries; Health, Clean Energy and Retail

YOUTH ACTIVITIES

Input from industry partners, educators and youth drive the collaboration with Mayor Linda M. Balzotti, the Brockton Area Workforce Investment Board, and BAWIB's Youth Council in developing strategies. The goals for our Youth Workforce System are:

- To provide a Center for all youth employment needs
- To promote strong links between academic and occupational learning
- To prepare youth for post secondary educational or training opportunities
- To prepare youth for unsubsidized employment opportunities

On-Going Initiatives:

Healthcare Skills Gap, April 2010 – BAWIB is addressing the skills gap in the healthcare industry by creating a dedicated Industry Partnership and conducting a cohort pilot program at Massasoit Community College that will graduate participants with a certificate in Insurance Billing Specialist and up to 15 college credits, providing them with an

educational foundation to continue to pursue Associate and/or Baccalaureate Degrees in Allied Health or Nursing meeting industry needs.

State Energy Sector Partnership, May 2010 - BAWIB is the lead of the Southeastern Partnership for Clean Energy Careers which represents the Southeast Region of Massachusetts in the Department of Labor funded statewide energy sector partnership grant. As part of the Massachusetts State Energy Sector Partnership, the Southeastern Partnership has received \$700,000 to develop a partnership that will develop training capacity and curricula that will prepare and train workers for regional "Green Industry" jobs over 3 years

Youth Employment Campaign - Youth employment is a central focus of Brockton's youth agenda. Each year the efforts to broker summer employment experiences for youth start with a press conference, hosted by the Mayor of Brockton, which marks the start of the campaign and announces the annual telethon. With over 30 community leaders, business executives, political leaders and employers, we contact over 900 businesses during the one day telethon to request participation in our summer employment program. The telethon is coupled with a "My First Job" video set of prominent community leaders speaking about the lessons learned with a first job. Shown on the Jumbotron at the minor league baseball stadium, the clips encouraged employer participation. Through these efforts, we aim to fulfill our outcomes for this program. The Youth Employment Campaign sets two annual goals to secure funding to be used for the placement of youth in subsidized summer work experiences within local public, community and faith-based organizations. The second goal is to develop private sector job pledges within public and private companies in the region.

Recent Success:

During the past fiscal year, FY10, CareerWorks the One Stop Career Center for the Brockton area achieved the following outcomes

- Provided services to 615 Employers, including listing job orders from 167 of them
- Served a total of 5720 customers, 5289 of them unemployed
- Reached 310 Veterans to coordinate benefits

Additional services provided to our region include the solicitation of non WIA funding that has allowed us to accomplish the following;

- Training 256 individuals in high growth industries
- Established and maintained relationships with 139 Employers
- Provided workforce development services to 1127 youth and adults

Notable Partnerships:

Healthcare Partnership The Partnership consists of the following agencies; Area Health Education Center – Health Imperatives, Brockton Hospital Signature Health Care School of Nursing, Good Samaritan Medical Center, Brockton Visiting Nurse Association, St. Joseph Manor Health Care, Inc., Massachusetts Rehabilitation Commission, Metro South Chamber of Commerce, Massasoit Community College, Brockton Public Schools, Southeastern Technical Institute, Fisher College, Lincoln Technical Institute, Brockton Higher Education Collaborative, MY TURN, Inc., CareerWorks and BAWIB.

State Energy Sector Partnership Partners: Brockton Area Workforce Investment Board, Bristol Workforce Investment Board, Greater New Bedford Workforce Investment Board, South Shore Workforce Investment Board, UMass Dartmouth, Bristol Community College, Southeastern Regional Vocational Technical Institute, Sun Wind LLC and Solar Panels LLC.

Youth Employment Campaign – This is a collaborative effort by Brockton Mayor, Linda Balzotti, the Metro South Chamber of Commerce, MY TURN, Inc., Brockton Public Schools, Boys & Girls Club of Brockton, Brockton Private Industry Council (BAPIC), Cape Verde Association, Old Colony Y, YouthWorks,

Regional Workforce Board Profile of



Cape and Islands Workforce Investment Board

426 North St., Suite 9 Hyannis, MA 02601

Phone: 508-775-5900 · Fax: 508 775-5019 · www.ciwib.org

Denise Dever, Chair

David Augustinho, Executive Director

Providing Services to: Aquinnah, Barnstable Bourne, Brewster, Chatham, Chilmark, Dennis, Eastham, Edgartown, Falmouth, Gosnold, Harwich, Mashpee Nantucket, Oak Bluffs, Orleans, Provincetown, Sandwich, Tisbury, Truro, Wellfleet, West Tisbury, Yarmouth

2011 Goals and Objectives: Continue to increase businesses served (40% increase in past 3 years), establish partnerships and gather real time labor market data in health care, hospitality, retail, technology, marine science and construction industries.

On-Going Initiatives:

- Cross sector management training program (WCTF)- 2009 – this is a three year training program that will train over 150 first time supervisors and early career managers
- CNA training program – 2010 – will train 24 CNA's and place them in jobs with employer partners, in addition we are providing advanced CNA training including dementia training. As part of this program we are also providing trainees with college course work to begin advancement along career ladders in long term care
- Keep Them Coming – this program intends to increase high school graduation rates, it targets 3rd, 4th, and 5th grade students experiencing attendance problems and provides an intervention process to reduce truancy
- Youth Employability Skills (YES) program – The WIB's Youth Council developed a 25 hour soft skill curriculum that is being delivered to out-of-school and in-school at-risk older youth (up to 24 years old). We are also adopting the curriculum for middle school aged students

Recent Success: 40% increase in businesses served from 321 to 534 businesses. Training over 150 managers, & 25 CNA's, just received grant to train another cohort (20) of CNA.s

Notable Partnerships:

Healthcare Partnership- includes 10 long term care facilities, Cape Cod Healthcare (4,500 employees), rehab hospital, hospice and palliative care agency, and a home health agency; Retail Partnership formed in association with the regional Chamber of Commerce; Regional Technology Development Corporation – formed to facilitate Marine Science technology transfer; Formal partnership with regional Housing Assistance Corporation to work on worker housing issues.

Regional Workforce Board Profile of:



Central Massachusetts Workforce Investment Board

44 Front Street, Suite 300

Worcester, MA 01608

Phone 508-799-1590 Fax 508-799-1595 www.cmwib.org

Rosalie Lawless, Chair

Jeffrey Turgeon, Executive Director

Providing Services to:

Auburn, Blackstone, Boylston, Brookfield, Charlton, Douglas, Dudley, East Brookfield, Grafton, Hardwick, Holden, Hopedale, Leicester, Mendon, Milford, Millbury, Millville, New Braintree, North Brookfield, Northborough, Northbridge, Oakham, Oxford, Paxton, Rutland, Shrewsbury, Southbridge, Spencer, Sturbridge, Sutton, Upton, Uxbridge, Warren, Webster, West Boylston, West Brookfield, Westborough, and Worcester.

2011 Goals and Objectives:

The CMWIB has identified the following Regional Impact Goals and the Objectives:

Goal 1: Build capacity of the region's workforce system to better meet the needs of employers and job seekers

- All job seekers will have access to workforce services and information offered through the CMWIB and Workforce Central.
- The CMWIB and Workforce Central will increase its presence in the communities we serve, resulting in a 10% increase in the number of employer customers/partners working with Workforce Central and customers accessing the Career Center or its access points.
- Over 90% of career center customers and youth participants will be satisfied (or very satisfied) with their service/experience as indicated by signifying "strongly agree" or "agree" in six of the eight feedback questions.

Goal 2: Close the skill gaps that exist between job seekers and in-demand job vacancies

- Central MA health care and STEM-related employers will have access to the talented labor pool they need as evidenced by a vacancy rate under 2%
- All adults and older youth, including those from vulnerable populations, will have access to an appropriate post-secondary training opportunity if desired.

Goal 3: Enhance the pipeline to meaningful employment for youth.

- The CMWIB will foster a stronger connection between employers and education/training providers, resulting in all youth having work place experience by age 21.

On-Going Initiatives:

Project/Initiative	Description	Start Date
CMWIB Cultural Competency Advisory Committee	Create a subcommittee to ensure programming operated by the CMWIB and career centers is done in a culturally competent manner and inclusive of all area residents	Nov., 2010
CMWIB Lease Space RFP	Procurement of new lease space for the CMWIB offices and the Worcester career center	Winter, 2011
CMWIB Marketing and name change launch	Outreach effort to promote the board and WIB programs and to announce the change from the REB to WIB. Activities include re-designed website, brochures, stationary, media appearances, possible government access TV show, etc.	Fall, 2010
CMWIB Business Services Staff Group	Quarterly meeting of CMWIB Business outreach coordinator, Workforce Central Business Reps, City and state Economic Development staff to discuss company hiring trends, business relocation, and business service needs	March, 2011
Business Retention & Information Gathering	Face to face business outreach with small and mid-sized employers to discuss service needs, hiring projections, etc.	Ongoing
CMWIB Job One Initiative	Initiative to promote youth access to workplace experiences, including summer jobs, paid and unpaid internships, etc. Efforts include outreach and marketing, sharing of placement referrals, program best practices, and advocacy for increased resources	To be launched Spring of 2011
School to Career Connecting Activities	Coordination and promotion of internships for high school students throughout the WIB region, including Worcester Public Schools	Ongoing
YouthWorks summer youth employment	Summer youth employment program for 400+ youth aligned with other youth development activities.	Spring – summer 2011
Healthcare Skills Gap Partnership	State grant funded program designed to improve the skills of front line community health center staff, including medical assistants.	March, 2010 – June, 2011
US DOL STEM Pathways grant	Help strengthen the connection between career center services to the STEM industry through the use of dedicated STEM-expert career counselors, an industry led advisory group, a STEM Power interactive website, and mentoring.	Jan., 2009 – Jan. 2010
State Energy Sector Partnership (SESP)	State grant funded program to train 60 union electricians (IBEW) in solar power basics.	July, 2010 – Dec. 2012
State Prison Re-entry Grant	State grant used to provide training and special services	Jan. 2009 – June, 2011
Workforce Training Fund	CMWIB helps promote the state-funded WTF program and reviews local applications for state officials (reviews are non-binding recommendations)	several cycles annually as funding remains
Labor Market Information research/assistance	Gathering, analysis, and distribution of labor market/economic statistics and information	ongoing

Recent Success:

Last year alone, the Workforce Central Career Center with locations in Worcester, Milford and Southbridge , served over 17,000 job seekers and assisted 1,100 job seekers to access training. During FY'10 1,500 businesses received services. The CMWIB has secured over \$5.5 million in funding beyond Workforce Investment Act allocations in the past two and half years, and has assisted regional partners in acquiring more than \$1.8 million in additional grants.

Notable Partnerships:

The CMWIB is an integral regional partner on a variety of workforce-related groups and coalitions including; the Workforce Solutions Group, Worcester Mayor's Commission on Latino Education Excellence, Greater Worcester Employment Resources Committee, Worcester Police Youth Summit planning group, Institute for Energy Sustainability, United Way Promise Neighborhood parent/child committee, Coalition for Early Childhood Education, Worcester Youth Anti-Violence Coalition, City of Worcester Youth Opportunities Office Advisory Committee, Greater Worcester Anti-Homelessness Coalition, and Grafton Job Corps and Westover Job Corps Community Relations Councils, Greater Worcester Chamber of Commerce and its affiliates Auburn, Blackstone Valley, Holden Area, Central Mass South and Webster-Dudley .

Regional Workforce Board Profile of:



Franklin Hampshire Regional Employment Board

One Arch Place, Greenfield, Massachusetts 01301

Phone: 413-773-1835 . Fax: 413-784-1765 . www.franklinhampshirereb.org

Lou Franco, Chair

Patricia H. Crosby, Executive Director

Lead Elected Officials: Mayor William Martin, Greenfield; Mayor Clare Higgins, Northampton

Career Centers: Franklin Hampshire Career Centers: One Arch Place, Greenfield, MA 01301; 178 Industrial Drive, Northampton, MA 01060; Satellite Office: 131 West Main Street, Suite 2, Second Floor, Orange, MA 01364 Co-location of all FHREB/FHCC programs & staff and programs for effective and efficient program delivery.

Providing Services to 1400 sq. mile region: Amherst, Ashfield, Athol, Belchertown, Bernardston, Buckland, Charlemont, Chesterfield, Colrain, Conway, Cummington, Deerfield, Easthampton, Erving, Gill, Goshen, Granby, Greenfield, Hadley, Hatfield, Hawley, Heath, Huntington, Leverett, Leyden, Middlefield, Monroe, Montague, New Salem, Northampton, Northfield, Orange, Pelham, Petersham, Phillipston, Plainfield, Rowe, Royalston, Shelburne, Shutesbury, Southampton, South Hadley, Sunderland, Ware, Warwick, Wendell, Westhampton, Whately, Williamsburg, Worthington

2011 Goals and Objectives:

- Develop targeted workforce strategies for priority regional industries, leading to comprehensive solutions to persistent workforce problems: FY11 targets: STEM/Manufacturing, Green Jobs, and Healthcare.
- Pilot and evaluate effective approaches for key workforce populations, such as Adult Learners, those with limited English skills, and blue collar workers dislocated as a result of plant-downsizing and skill-upgrading in the manufacturing sector.
- Strengthen Board leadership and involvement, especially with regard to Career Center performance oversight.
- Engage industry members in productive, economically-relevant collaborations that address business priorities, including current as well as prospective worker needs.
- Expand services as a hub for Youth career readiness and employment connections.

On-Going Initiatives:

HEALTHCARE BRIDGE (ARRA Healthcare Workforce Skills Gap Grant) March 2010 - present

Providing career coaching, CNA/HHA training, and first-level college healthcare courses to over 80 prospective and incumbent healthcare workers, in partnership with Cooley Dickinson Hospital, the Center for Extended Care at Amherst, the Community Health Center, the Center for New Americans, and Greenfield and Holyoke Community Colleges. Also helping to build new programs in Medical Office Management and Medical Assisting at Greenfield Community College.

NORTHERN TIER ENERGY SECTOR TRAINING PARTNERSHIP Jan. 2010 – present

Providing 90+ prospective and incumbent workers with career awareness, education/training, and placement into energy sector jobs, in partnership with Berkshire and North Central WIBS and over two dozen green employers,

including Beyond Green, Northeast Solar, PV2, Berkshire Photovoltaics, the Western Mass Green Consortium, Northeast Biodiesel,

MID-MASS STEM PROJECT (www.stempower.org) Jan.2009 - present

In partnership with Central Mass and North Central WIBs, one of only 5 USDOL projects in the country modelling One Stop Career Center STEM connections for dislocated workers, veterans and at risk youth interested in Science, Technology, Engineering, and Math careers, with a particular focus on advanced manufacturing and renewable energy. Project providing outreach and career awareness to over 400 youth, and coaching, training and job search assistance to over 100 adults. WMECO, LS Starrett, Center for Ecological Technology, Millitech, Stiebel Eltron, and Sisson Engineering contribute to Advisory Committee and/or training/placement.

YOUTH READINESS FOR JOBS, COLLEGE AND CAREERS June 1995 - present

Linking over 500 youth annually with work-based learning experiences to promote college and career readiness, including: the WIA Youth Year Round Program with YWCA and Community Action, School to Career/Connecting Activities (21 partner secondary schools) out of hubs in Franklin, Hampshire and North Quabbin areas; Pathways to MCAS/GED Success for at-risk youth; and targeted awareness, education and training in STEM and Healthcare Careers. Widely-used website for youth readiness at www.fhyouth.org ; Youth Career Opportunity Fairs at North Quabbin, Greenfield and Northampton sites in May 2011. Overseen by broad-based Franklin Hampshire Youth Services Council

Recent Success:

- 1,423 Employers Served through Franklin Hampshire Career Centers in FY10
- 7,373 Job Seekers, including 487 Veterans
- \$1,027,477 invested directly in customer training
- 15,674 Walk-In Services to resolve problems with UI Claims
- 37% increase in events connecting Job Seekers with Employers; 93% Job Seeker Satisfaction Rate
- July to February FY11: 898 customer-reported entered employments; up 32% from prior year
- DTA Enhancement Program recognized as one of the most effective models for welfare-to-work transition in the state
- Part-time satellite office in Orange served over 1,200 job seekers last year, with nearly 300 customers reporting back employment
- High Performing Board Status Achieved in June 2010

Notable Partnerships:

- Lead of FRANKLIN HAMPSHIRE HOME CARE WORKFORCE PARTNERSHIP
- Lead of FRANKLIN HAMPSHIRE SCHOOL TO CAREER PARTNERSHIP
- Lead of NORTHERN TIER ENERGY SECTOR TRAINING PARTNERSHIP
- MID-MASS STEM PROJECT
- Contributor to other Regional Partnerships, including: Northampton Community Education Partnership; Regional Healthcare Workforce Partnership; Workforce STAT; Pioneer Valley Health Career Opportunities Project; Precision Machine Training Project; Statewide MassGreen Weatherization Initiative
- CRITICAL ISSUES RE JOB CREATION: Wages in Franklin Hampshire are under 66% of the statewide average, with significant "mal-employment" and a need for higher skill and better-paid jobs. 260 turned out for a Recruitment by a retail chain offering 20 positions in the \$10/\$12 range. Over 87% of FH employers are under 20 employees. The dislocated workers of today are the successful small business owners/employers of tomorrow. Resources and performance measures of the workforce development system need to be adjusted to reflect that reality.

Regional Workforce Board Profile of:



Greater Lowell Workforce Investment Board

107 Merrimack Street, Lowell, MA 01852

Phone: 978-937-9816 · Fax: 978-459-2111 · www.glwib.org

Kevin E. Coughlin, Chair

Barbara O'Neil, Director

Providing Services to: Lowell, Billerica, Chelmsford, Dracut, Dunstable, Tewksbury, Tyngsboro and Westford

2011 Goals and Objectives: The Greater Lowell Workforce Investment Board shall continue to work with business in sectoral workforce development initiatives in health care, advanced manufacturing and clean energy in the Greater Lowell area. The board's goal for 2011-2012 is to continue to assess performance, evaluate labor market challenges and changes, make program adjustments based on economic conditions and continue to diversify grant applications.

On-Going Initiatives:

- Merrimack Valley Regional Innovation Grant/January 2010 and ongoing
- Northeast Sector Energy Project/ August 2010-June 2012
- Health Care Skills Gap Partnership/ April 2010-June 2011
- Greater Lowell WIB Ex-Offender Re-Entry Partnership May 2010-December 2010
- National Pilot Youth Reemployment Assistance Program- January 2010-January 2011
- Green Jobs Commission-ongoing
- Marketing-website design update, monthly enewsletters, WIB twitter account, Annual Employer Needs survey, annual Training/Education Asset Map update,

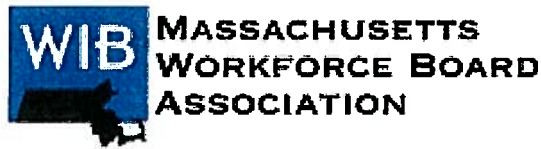
Recent Success: The Career Center of Lowell was one of two centers nationwide selected for the National Youth Pilot Reemployment Assistance Program funded through the Department of Labor. The CCL also achieved stellar results for their administration of the JABIL Circuit Dislocated Workers Program. Overall the CCL provided 9,500 customers with their employment, career and business needs. The CCL Business Services Unit increased the number of contacts and services provided to business by a significant number over the past years results.

Notable Partnerships:

- Merrimack Valley Partners for Progress (collaborative between Middlesex and Northern Essex Community College, Merrimack College and the Great Lowell and MVWIB. Goal is to create and sustain business partnerships in the Merrimack Valley Region.
- Deshpande Foundation-\$5 million dollar endowment for the Merrimack Valley building and encouraging entrepreneurial initiatives and the expansion of STEM.
- Partnership with Community Teamwork Inc on two employment grants that have Career Center staff employed through the grant while working on site at the partner location.

- The GLWIB and CCL are part of the economic development informational/recruitment team for the City of Lowell in our pursuit of new business relocating to the City of Lowell.
- The GLWIB and CCL collaborate on a number of grant initiatives with Middlesex Community College, University of Massachusetts/Lowell/ Lowell Adult Education.
- WIB Staff are located on the site of two area high schools in order to provide Connecting Activities during the school year.
- WIB staff provides information guest speaker appearances approximately 20-25 per year in order to better inform business and community leaders of the programs provided by the board and Career Center of Lowell.

Regional Workforce Board Profile of:



Greater New Bedford Workforce Investment Board, Inc.
227 Union Street; Suite 206, New Bedford MA 02740
Phone: 508.979.1504 Fax: 508.979.5680 www.gnbwib.org

Chair: David DeJesus, Jr.
Executive Director: Leonard Coriaty

Providing Services to: Acushnet • Dartmouth • Fairhaven • Freetown • Lakeville • Marion • Mattapoisett •
New Bedford • Rochester • Wareham

2011 Goals and Objectives:

- Increase the supply of new skilled workers for the health care industry in Allied Health and Nursing.
- Increase the supply of new skilled workers within the durable manufacturing sector.
- Increase the skill sets of the existing manufacturing workforce by increasing Lean Manufacturing Concepts, ESOL, math and computer skills.
- Increase the supply of new skilled workers for the clean energy industry in New Bedford area residents in solar, off-shore wind, and/or energy efficiency with sales and customer service skills.
- Increase the number of dislocated workers who can receive short-term (1-3 months) "reskill" training that results in a transition to employment within the targeted industries.
- Increase number of incumbent worker trainings within the targeted sectors that result in a promotion and/or wage increase.
- Increase hiring rate of youth within healthcare, manufacturing and clean energy.
- Increase number of youth in summer job activities.
- Increase services to parenting and pregnant youth.
- Increase the educational attainment rate of individuals who did not graduate from high school.
- Career Center:
 - o Improve the speed of assessment and eligibility determination
 - o Increase the number of individuals trained
 - o Increase the number of people finding jobs

On-Going Initiatives:

- Securing funding for School-to-Work Connecting Activities
- Providing "Work and Learning" opportunities for over 400 local youth
- Hire a Youth Campaign with Mayor and Chamber
- Grant to provide On-the-Job Training opportunities in Massachusetts
- Continued success with its Prisoner Reentry program
- Aggressive marketing and providing technical assistance to companies that may pursue the Workforce Training Fund, On the Job Training, and other state grants and credits
- Participation in a \$700,000 State Energy Sector Partnership that has provided training in Clean Energy for more than 50 people in the GNB region

Recent Success:

- More than 12,039 job seekers received services in the Greater New Bedford and Wareham Career Centers in FY 2010. Total visits to the centers amounted to more than 58,000. Over 1,200 customers got jobs, with many more finding work but not reporting back to the centers.
- Employers also receive a variety of services. Last year, 512 employers used the Greater New Bedford Career Centers for a variety of business services including screening and job expos, and where 327 employers listed job openings.

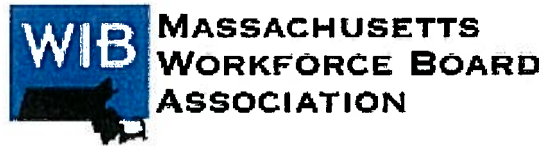
Notable Partnerships:

The GNBWIB has a number of current business driven partnerships that align with the goals articulated with its priority populations and industries.

Critical Industry/ Occupation	Businesses	Other Partners	Purpose	Resources
State Energy Sector Partnership	SunWind LLC.	Brockton WIB and community colleges	develop curriculum and train	\$700K through a state proposal to
Manufacturing	Precix, Aerovox, AFC, Acushnet Company	Bristol Community College	discuss submitting a proposal for much needed manufacturing skills training	State grants – WTF/other - ongoing
Healthcare	High Point, Steppingstone	Veteran's Transition House	to submit a proposal for certifying their workers	
Healthcare Skills Gap	Lifestream, Alden Court	BCC	Proposal to train 60 unemployed workers in advanced CNA training and potential employment	EOLWD Grant \$210K
Manufacturing	New Bedford Tactical Gear	ESOL providers	to train incumbent workers on needed skills and ESOL	Rapid Response
Healthcare Construction	SouthCoast Hospitals, nursing homes and training facilities	Unions, Div. of Apprenticeship Training, Bristol Community College	To introduce job seekers to industry-specific employers and skills information.	
Energy	Cape Wind	Economic development, workforce, education	To prepare for the manufacturing and installation of offshore wind turbines.	
Healthcare	MedTech, SouthCoast Hospitals		To train incumbent and unemployed workers on Electronic Medical Recs.	
Summer Jobs 2010	40 businesses		Provide work experience for youth.	Over \$300K multiple nonWIA sources including YouthWorks (1 and II) and donations through other funders.
One-Stop Career Center Hiring – various industries	162 new businesses in 2010		Included : Screening over 100 potential workers for employment at a new hotel on the waterfront for LaFrance Hospitality; Healthcare and Construction Expos, and Business luncheon.	

Note – the GNBWIB also regularly participates in strategic planning sessions of other strategic partners in the region. For example: 1) Weekly/Biweekly Mayor's meetings with economic development, workforce development and community organizations to inform the community on new developments in the public/private labor pipeline. 2) South Coast Education Compact, SRPEDD / South Coast Rail, UMass Council on Sustainability, New Bedford Public Schools, Renewable Energy Groups, and the New Bedford Economic Development Council.

Regional Workforce Board Profile of:



Merrimack Valley Workforce Investment Board

439 South Union Street · Lawrence, MA · 01843

Phone: 978-682-7099 · Fax: 978-794-1901 · www.mvwib.org

Joseph J. Bevilacqua, Chair
Rafael Abislaiman, Executive Director

Providing Services to: Amesbury, Andover, Boxford, Georgetown, Groveland, Haverhill, Lawrence, Merrimac, Methuen, Newbury, Newburyport, North Andover, Rowley, Salisbury, West Newbury

2011 Goals and Objectives:

- Strengthen the youth job pipeline by focusing more resources on economically disadvantaged youth who are doing better in high school or who have already received a high school diploma or GED.
- Provide more efficient training and case management matching employer needs in the health care industry.
- Provide efficient training and case management services matching green and manufacturing sector needs.
- Fully understand and use IT tools in place and continue automating the case management and training referral systems.

On-Going Initiatives:

- Sunoco – Deb Staffing \$1.6M Trade National Emergency Grant running July 1, 2010 to June 30, 2012. We expect to serve a total of 400 workers (150 Sonoco and 250 Debbie's Staffing) as a result of this plant closing and its operations moving to Mexico. Intensive case management with basic skills and beginner literacy training coordinated with a local vendor.
- Solo Cup Project Currently Underway – Providing comprehensive re-employment services to one hundred and fifty (150) former workers of Solo Cup Corporation as a first step to DCS Set-Aside and future National Emergency Grant Application. Solo Cup is closing its North Andover, Massachusetts plant and over three-hundred people will be affected.

July 2010-June 2011 Group Training Programs	Funded Slots	July 2010-June 2011 Group Training Programs	Funded Slots
Youth Education/Food Service	24	Health Care Skills Gap	60
Youth Education Medical Assisting	8	Intro to Machine Shop	24
Emergency Medical Technician	23	Allied Health Care	10
Certified Pharmacy Technician	29	Lead Abatement	18
Automotive Appraisal	12	Asbestos Abatement	18
Green Handyman	15	NEXAMP Solar Panel	5
Pathways to MCAS Success		YouthWorks	150
Adult Basic Education -LALC	45	Adult Basic Education - IIGL	45

The following one to fourteen month Individual Training sessions with an estimated total cost value of approximately \$1,200,000 has been underway

Office Management and Support:	73
Information Technology:	95
Health Care:	138
Manufacturing:	57

Recent Success:

This WIB brought about a change in the eligibility requirements of the economically disadvantaged youth that we serve. Now we can help poor youth who are performing well in school. Employers want to hire economically disadvantaged youth who are making, or who have made, the effort to stay and learn in school. Those youth will often try harder at work and are more likely to follow their directions. Higher performing inner city youth will now be eligible to be enrolled in subsidized summer job programs. It is hoped that this change will help reduce the inner-city drop-out rate and increase the inner city youth employment rate from its current historical low of about 15%; about 85% of inner city youth are currently unemployed and more of them merit jobs.

We were recently awarded a \$1.6 million U.S. Department of Labor grant to prepare dislocated Sunoco workers for reemployment. Most are limited-English proficient and many have only basic literacy skills.

Our career center serves close to 15,000 people per year. About 1,200 of that number are veteran and over of all customers have disabilities. Last year, over 2,400 of our customers got jobs

Notable Partnerships:

- Board and formal workforce committee relations with the following private employer sectors with whom we meet several times per year.
 - Manufacturing – eighteen members
 - Green Industries – eight members
 - Healthcare – Thirty-one members
- Active membership in five area Chambers of Commerce. This number includes the Greater Merrimack Valley Chamber of Commerce whose president co-chairs a Commonwealth Workforce Investment Board group along with Governor Deval Patrick.
- Written agreements with public and private High School in all area municipalities but especially with those in Lawrence, Haverhill and Methuen
- Contractual relationships with Merrimack College, Northern Essex Community College and Cambridge College
- Informal relations with Middlesex Community College, Northern Essex Community College and the Merrimack Valley Economic Development Commission which are joint partners on the Merrimack Valley Partners for Progress. The partners promote higher level college level certificate and degree programs to area employers
- Planning partnership for green remediation and workforce development with the Merrimack Valley Planning Commission
- Contractual relationships with over sixty private and public workforce development vendors
- Ongoing partnerships with various unions and community action councils in Lawrence and Haverhill.
- Nominating Committee relationship with Congresswoman Niki Tsongas for all military service academies.
- Planning Committee relationship with Congressman John Tierney for green industry development and promotion.

Regional Workforce Board Profile of:



Metro North Regional Employment Board

125 CambridgePark Drive, Cambridge, MA 02140

Phone: (617) 864-1500 · Fax: (617) 864-1508 · www.mnreb.org

Patricia E. Abbott, Chair
Nancy Brown, Executive Director

Providing Services to: Arlington, Belmont, Burlington, Cambridge, Chelsea, Everett, Malden, Medford, Melrose, North Reading, Reading, Revere, Somerville, Stoneham, Wakefield, Watertown, Wilmington, Winchester, Winthrop, and Woburn

2011 Goals and Objectives:

A. Alignment with the Governor's goals:

1. Building the capacity of the workforce system:

- Enhance the fiscal capacity of the REB to support workforce initiatives in target industries, including healthcare, STEM and green jobs
- Increase the visibility of REB activities; develop stature as convener and disseminator of information on workforce issues
- Enhance workforce skills and knowledge of REB Board and staff in the rapidly changing industries of healthcare, STEM and green jobs

2. Closing the Skills Gap:

- Continue to work with sector partner teams to build career ladders
- Increase training opportunities in priority sectors

3. Enhancing the Youth Pipeline:

- Influence the expansion/development of K-12 curriculum and student/teacher activities, targeting priority sectors
- Increase linkages between leaders in business and education to enhance STEM opportunities for youth
- Enhance the capacity of the REB and Youth Council to address critical issues relating to the STEM crisis
- Increase Connecting Activities internships for local youth

B. Leveraging Resources:

- Bring additional resources into the region by hiring a consultant to research and develop funding opportunities
- Increase private sector internships for youth in healthcare and professional/technical/scientific industries through the Connecting Activities grant
- Use the Healthcare Skills Gap Grant from Commonwealth Corporation to expand the Metro North Healthcare Partnership

Ongoing Initiatives:

The Metro North REB's ongoing projects include:

- Ames Safety Envelope Rapid Response Set Aside, Start Date: 5/1/2010
Description: Education, training, ESOL, skills development and job development/placement services for former workers of the Ames Safety Envelope Company.
- Connecting Activities Program, Start Date: 7/1/2010
Description: School-to-Career services for students from six high schools in the Metro North region.
- Healthcare Skills Gap Program, Start Date: 3/1/2010
Description: Phlebotomy Certificate training for unemployed and incumbent workers; development of a Clinical Lab Assistant curriculum; and the formation of the Metro North Healthcare Partnership.
- Racetrack Stabilization Project: Start Date: 10/15/2010
Description: Training, reemployment assistance and case management services provided to workers from Wonderland and Suffolk Downs who were either laid off or whose hours were reduced.

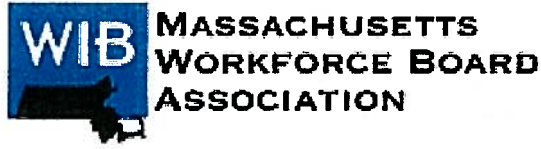
Recent Successes:

- In FY2010 the Metro North Career Centers (Career Source - Cambridge and Everett, and The Career Place - Woburn) provided services to over 23,000 unemployed and underemployed workers, as well as 1200 employers.
- The Metro North REB was awarded the status of High Performing Workforce Investment Board (WIB) on behalf of the state. As part of the award, the REB received \$100,000 grant which it is using support objectives in its priority industries of healthcare and the professional/technical/services sector.
- The Metro North REB hosted a STEM forum in Burlington, MA, bringing together leaders in business and education from across the Metro North region to discuss how to work together to address the growing crisis in STEM (Science, Technology, Engineering and Mathematics). A key outcome of this event was the formation of the Metro North STEM Partnership (see below).
- The Metro North REB recently launched a web-based resource designed to facilitate the creation of STEM-related partnerships between businesses and schools in the region. This resource includes summaries and contact information for close to 20 local STEM programs.

Notable Partnerships:

Metro North STEM Partnership: Comprised of representatives from over 30 schools and businesses throughout the region, the Metro North STEM Partnership serves to guide the REB's strategy and priorities around STEM programming.

Metro North Healthcare Partnership: Comprised of key healthcare organizations as well as a community college, the Metro North Healthcare Partnership aims to identify and address healthcare education and workforce needs in the region.



Metro South/West Regional Employment Board, Inc.
420 Lakeside Avenue, Suite 301, Marlborough, MA 01752
Phone: 508-281-6910 www.mswreb.org

Mary Feeney, Partner, Bowditch & Dewey, Chair
Sylvia L. Beville, Executive Director

Providing Services:

Littleton, Boxborough, Acton, Carlisle, Bedford, Concord, Stow, Maynard, Sudbury, Lincoln, Lexington, Waltham, Weston, Wayland, Framingham, Marlborough, Southborough, Newton, Brookline, Wellesley, Natick, Hopkinton, Ashland, Sherborn, Dover, Needham, Holliston, Millis, Medfield, Westwood, Dedham, Medway, Bellingham, Franklin, Norfolk, Walpole, Norwood, Canton, Sharon, Foxborough, Wrentham, Plainville

2011 Goals and Objectives:

- Address staffing shortages in health care and in companies employing large numbers of scientists, technicians, engineers and mathematicians
- Increase the number of small and mid-size firms using career center services
- Increase public awareness of the severity of the youth employment problem and build community infrastructure to employ young people

On-Going Initiatives:

- Employment and Training Resources (on-going). Individuals find jobs and companies find workers at one-stop career centers in Newton, Norwood and Marlborough
- Technology Initiative (on-going). Middle and high school science, math and technology teachers work in companies that use advanced technology during the summer to acquire real-world experience that they can use to enrich their curricula and encourage students to pursue careers that use science, technology, engineering and/or math knowledge and skills
- HealthcareWorks (on-going). Front-line health care workers take the first step to becoming nurses or allied health workers by enrolling in the Health Care Learning Network™ to acquire the skills they need to enroll and succeed in post-secondary health education programs. The HCLN™ is a web-based, instructor facilitated education system contextualized to health care.
- Young Adult Employment Initiative (on-going). High school students and 16 – 21 year olds who are out of school but encountering difficulty in navigating the labor market are engaged in career counseling, digital literacy coursework, job search workshops, internships and paid employment in Marlborough, Framingham, Natick, Waltham, and Holliston.
- Green Jobs (July 2, 2010 – September 30, 2012). With the South Middlesex Opportunity Council train weatherization installers and crew chiefs.

Results:

- One Stop Career Centers: 14,495 job seekers and 706 employers received services in FY10.
- Technology Initiative: 100 middle and high school teachers have worked in 45 companies and modified their curriculum to interest students in STEM careers.
- HealthcareWorks: 187 entry-level health care workers have enrolled in the Health Care Learning Network™ with a retention rate of 74%. 40% have completed the coursework. 14 enrolled in a community college nursing program and 7 received a practical nurse license. 31 people who are not HLCN™ students are enrolled in Emergency Medicine and Paramedic Programs at MassBay Community College.
- Young Adult Employment Initiative. 14 young men completed a Building Trades Exploratory Program. One is in an apprentice program; two working in the building trades; seven in other jobs; and two enrolled in community college. 200 out-of-school young people received job readiness services and 70 were placed in jobs through the youth community center in Framingham—TEMPO. Employers paid \$1.4 million in wages to 696 high school interns. 253 low-income young people received services.

Notable Partnerships:

- Analog Devices, Next Generation Children's Centers, MindSpark, Associated Industries of Massachusetts, TowerWall, PerkinElmer, EMD Sorono, MITRE, MIT Lincoln Labs, Natick Army Lab, Stantec, EMC, Astrazenica, Cubist, Associated Industries of Massachusetts, Massachusetts Nurses Association, Kindred Health Care, Radius Management, AAA of Southern New England, Greater Framingham Community Church, World Education, Inc., MassBay Community College, South Middlesex Opportunity Council and the Greater Lowell and North Shore Workforce Investment Boards are among the many partners that have contributed to the achievement of the REB's goals.

Regional Workforce Board Profile of:



North Central Workforce Investment Board Inc.

1355 Central Street · Leominster, MA · 01453
Phone 978 534-1023 · Fax 978 534-1807 · www.ncmwib.org

Chair Theresa Kane, COO the Polus Center
Tim Sappington, Executive Director

Providing Services to:

Ashburnham	Barre	Clinton	Groton	Lancaster	Pepperell	Sterling	Westminster
Ashby	Berlin	Fitchburg	Harvard	Leominster	Princeton	Templeton	Winchendon
Ayer	Bolton	Gardner	Hubbardston	Lunenburg	Shirley	Townsend	

2011 Goals and Objectives: The North Central Massachusetts Workforce Investment Board, Inc. (NCMWIB) is a 35-member board, comprised of representatives from a wide range of public, private and nonprofit/community based organizations. Working together, the NCMWIB members and staff develop and coordinate regional activity to support workforce and economic development to improve employment prospects for the regions adult and youth workforce.

Manufacturing Goals & Objectives: Provide support and identify resources for companies to be competitive in the world market and to upgrade the skills of their current workforce to retain jobs in advanced manufacturing. Provide assistance to companies applying for the states Workforce Training fund and use Career Center resources to support customers pursuing jobs in production (Our Career Center's #1 placement in 2008 & 2009). Educate youth in the career options in advanced manufacturing and STEM related fields.

Healthcare Goals & Objectives: Create stronger healthcare partnerships between key businesses and education providers to identify skill gaps, training opportunities and resources to address regional healthcare needs. Be more proactive, less reactive to job shortages and skill gaps and increase the pipeline of available skilled workers using the North Central Healthcare Partnership Gap grant.

Biotech Goals & Objectives: The WIB & Career Center worked closely with Mount Wachusett Community College (MWCC) & Bristol-Myers Squibb to train workers for the new plant at Devens and to backfill vacancies created in other Bio-tech companies. Refer appropriate dislocated workers to MWCC's Bio-manufacturing Certificate program. Develop a STEM mentoring program at Bristol-Myers Squibb and other local bio-tech companies.

Energy Sector Goals & Objectives: Recruit, train and place low-skilled or minority workers into jobs in the energy sector using new resources through the Energy Sector Partnership grant and Weatherization funds. Develop STEM career pathways and activities to increase youth knowledge & interest in Clean/Alternative energy careers. Support Monty Tech and Leominster High School's CTE in efforts to develop clean energy programs. Through skill training opportunities & knowledge of industry growth help Career Center customers and staff become aware of emerging green job opportunities. Monitor this emerging industry and solicit opportunities to fill positions.

On-Going Initiatives:

- USDOL Community Based Job Training Grant \$1.5 million to establish a Biotech lab & training curriculum for the new Bristol Myers Squibb plant and other bio-tech companies in the North Central region – This grant with matching funds and support from Bristol Myers Squibb, Bionostics, New England Peptide, Mount Wachusett

Community College, The North Central Workforce Investment Board and our Career Center provided the region with resources for Mount Wachusett Community College to develop a training lab on their Devens campus and to train hundreds of workers for the new plant and other Bio-tech companies in the region.

- USDOL High Growth Job Training Initiative "STEM" grant \$2 million 1/2009 – 1/2011 is a collaborative grant between three Workforce Boards Central, North Central and Franklin Hampshire – This grant provides funds to three workforce regions to develop Science Technology Engineering & Math (STEM) programs in our Career Centers offering job coaching, mentoring and training. Funds were also used to develop STEMPOWER a web site devoted to STEM Careers, information, networking and jobs.
- Commonwealth Corporation's Healthcare Skills Gap grant \$200,000 3/2010-6/2011 – These funds are being used to train forty unemployed or underemployed individuals in Allied Health and Medical Technology. Working with our Regional Healthcare Partnership and MWCC we identified areas of need in the industry and used these funds to recruit and train workers to address those needs.
- Northern Tier Energy Sector Partnership Grant \$207,648 3/2010-6/2012 – These funds are part of the Statewide USDOL Energy Sector Partnership grant and represent the North Central WIB's portion of another three WIB regional project including Franklin Hampshire, Berkshire and The North Central WIB. We will use these funds locally with our WIA Dislocated Worker and TRADE training funds to train ten people a year for the next three years in HVAC certification with solar hot water and geothermal. We will also be recruiting regional energy and alternative energy businesses to participate in the Northern Tier Energy Sector Partnership as we learn more about "green" job opportunities and job growth in the Northern Tier.

Recent Success: The Community Based Job Training grant for Bio-Tech has been a huge success, we have trained hundreds of people for this industry many of which have gone on to WPI for a four year degree and/or into jobs in the field. MWCC continues to offer the Bio-Tech certificate and two year degree program and for many of our dislocated workers this is a great opportunity for them to begin a new career.

We are near the end of our Healthcare Partnership grant and to date 93% of the participants are on track to complete the training, our goal is to have all of them gain employment in the healthcare field.

We have trained significantly more people in HVAC than our goal for the Energy grant but we are still working to enroll many of them that have completed training or enrolled in training before the grant started. The cost sharing of this training will allow our dislocated worker program to offer training with formula funds to thirty more dislocated workers over the next three years.

Our Career Centers continue to be very busy between July 1, 2010 and February 2011 we have had over 25,000 customer visits to the centers, this is up from 19,000 for the same period last year. We have provided intensive services to 6,775 customers between July 1, 2010 and February 2011 up from 5,621 during the same period last year and we are beginning to see an increase in job placements with 1,015 between July 1, 2010 & February 2011 compared to 635 for the same period last year.

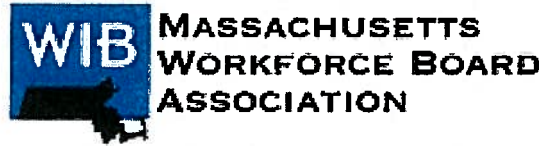
Notable Partnerships:

North Central Healthcare Partnership: Health Alliance Hospital, Leominster, (Board Member) Clinton Hospital (Board Member), Heywood Hospital, Gardner VNA (Board Member) American RED Cross, Fitchburg Community Health Center, seven long term care facilities, Mount Wachusett Community College.

North Central Plastics Council: Nypro (Board Member), Plastikan (Board Member), A&R Plastics Inc., Alpha Gary Corp., K&C Plastics Inc., Mar-Lee Companies Inc., SMC LTD.

Bio Tech Advisory Council: Mount Wachusett Community College, Bristol Myers Squibb, Bionostics, New England Peptide, Worcester Polytechnic Institute

Regional Workforce Board Profile of:



North Shore Workforce Investment Board

70 Washington Street, Suite 314, Salem, MA. 01970

Phone: 978-741-3805 Fax: 978-741-3809 www.northshorewib.com

William Tinti, WIB Chair, Tinti, Quinn Grover, Frey
Mary Sarris, Executive Director

Providing Services to: Beverly, Danvers, Essex, Gloucester, Hamilton, Ipswich, Lynn, Lynnfield, Manchester-By-The-Sea, Marblehead, Middleton, Nahant, Peabody, Rockport, Salem, Saugus, Swampscott, Topsfield, Wenham

2011 Goals and Objectives:

- Build the capacity of the North Shore workforce system to respond to labor market needs.
- Strategically utilize resources and fully engage the business sector to close the skills gap that exists between available workers and employers
- Enhance the youth pipeline by increasing and aligning education, training, and employment programs
- Increase, strengthen and strategically align relationships with federal, state, and local partners/stakeholders.
- Strategically manage and enhance available resources to support and grow operations.

On-Going Initiatives:

- Sector projects– The North Shore WIB has several sector partnerships in the health care, financial services, and manufacturing industries. These partnerships focus on building, piloting, and improving new training programs that bridge the gap between available labor supply and labor demand.
- Labor Market Research – the North Shore WIB regularly publishes reports on our various critical industries, on the demographics of job seekers and population in our region, and on issues surrounding workforce development in general. Our most recent publication is a Labor Market Blueprint and Economic Snapshot of our area, which will be used to strategically plan for the upcoming time period. This document can be found at www.northshorewib.com.
- Development of the Career Center Business Services Unit – In our recent Career Center Charter, we have provided for a continually improving Business Services Unit, which focuses on companies as the customer.
- FirstJobs – a summer jobs program for teens which provides work readiness training to youth and referral to jobs posted by private companies and/or private, non-profit organizations.
- National Business Learning Partnership – led by the US DOL, the NBLP pairs WIBs across the country with one another to work jointly on projects that lead to better service to both companies and job seekers. To date we have worked with WIBs in California, New Mexico, and Iowa. These are tremendous learning opportunities through which a stronger insight into our own system is gained.

Recent Success:

We have collaborated with General Electric, other manufacturing companies, and North Shore Community College to establish a much-needed Skilled Machinist Program, including a certificate and associate degree program which combines classroom and on-the-job training. Over 160 individuals were tested and 22 started the program this past February. The program model involves immediate job placement in advanced manufacturing companies combined with the academic courses required in this very high skilled program. The North Shore Manufacturing sector is entering a critical hiring phase brought on by new business as well as retirements. The opportunities presented to our current workforce are phenomenal, and the ability of the above organizations to establish this program will lead to a permanent pipeline of workers into this industry.

We have recently added two additional banks to our Pathways to Financial Careers partnership. In addition, our last Pathways class, funded through a Workforce Competitive Trust Fund grant, had an 80% placement rate at partner banks. Interest in this program is growing, and we are working with North Shore Community College to institutionalize this program as a non-credit program that will eventually feed into their business-related credit offerings. The current class of 10 students, begun in February and ending in June, has much potential to beat the placement rate discussed above.

Through federal stimulus funds targeting health care we have been able to partner our local community college with a group of acute care hospitals to design and implement a certificate level program (Technical Nurse Assistant) for a Certified Nurse Assistant to continue his/her career pathway towards becoming a nurse. This program allows for the commencement of stackable credits for students on their way through college. 14 students are participating in this program currently. In addition, through these funds we are designing an Enhanced Licensed Practical Nurse program called Stepping Stones: Connections. This program was developed and is being piloted along with input from physicians with a focus on a communication tool between physicians' on-call and nursing staff. It's is meant to enhance nursing practice to real life clinical situations in long term care and primarily for that newly hired, new grad who just passed state boards. It provides opportunity to actually make the connection of all that was studied, apply what was learned and put it to practice. 10 students will participate in this program in May and June of 2011.

Notable Partnerships:

- Pathways to Financial Careers, including six banks, North Shore Community College, Operation Bootstrap, the North Shore Career Centers and the North Shore WIB.
- Health Care Learning Network, including over 15 Extended Care Companies, North Shore Career Center, World Education, the Metro Southwest WIB, the Lowell WIB, and others.
- Manufacturing Partnership with General Electric and other (primarily aerospace and medical device) manufacturers, North Shore Community College, North Shore Career Centers, and the North Shore WIB.
- FirstJobs partnership for teen summer jobs, with the Essex County Community Foundation, several North Shore Mayors, local philanthropies and companies, the North Shore Youth Career Center and the North Shore WIB.
- North East Energy Sector Partnership, with the Greater Lowell, Merrimack Valley, and North Shore WIB as well as our various Career Centers and new/evolving Green/Clean Tech Companies.

Regional Workforce Board Profile of:



**MASSACHUSETTS
WORKFORCE BOARD
ASSOCIATION**



REGIONAL EMPLOYMENT BOARD
OF HAMPDEN COUNTY, INC.

Your Connection to Workforce Development

Regional Employment Board of Hampden County, Inc.

1441 Main Street, Springfield, MA 01103

Phone: 413-787-1547 · Fax: 413-755-1364 · www.rebhc.org

Joseph Peters, President, Universal Plastics, Chair

John William Ward, President & CEO

Providing Services to: Agawam, Blandford, Brimfield, Chester, Chicopee, East Longmeadow, Granville, Hampden, Holland, Holyoke, Longmeadow, Ludlow, Monson, Montgomery, Palmer, Russell, Southwick, Springfield, Tolland, Wales, West Springfield, Westfield, Wilbraham

2011 - 2013 Strategic Goals and Objectives: [Just recently adopted by our Board of Directors, December 2010]

1. Be the Leading Source of Regional Labor Market Information and Innovative Ideas for Advancing Workforce Development
2. Improve Education and Employability Skills of Adults for Quality Careers
3. Develop 21st Century Youth Education and Employability Skills
4. Be the Leading Advocate, Planner and Convener to Promote and Fund Regional Workforce Development

On-Going Initiatives:

- **Healthcare Workforce Partnership of Western Mass** – Started in Sept. 2006 in Nursing and expanded to Allied Health in 2009. Raised \$450k in private funds from 22 partners including employers, education, and philanthropy to support the partnership. Also a 2010 Healthcare Skills Gap grant (ARRA through CommCorp) for \$210k serves 50 workers. The Robert Wood Johnson Foundation provided \$250k for faculty and minority workforce development with \$150k in private matching funds from REB and partners.
- **Advanced Manufacturing** - Since Sept. 2006 raised \$1,527,266 in funding from John Adams Innovation Institute, Workforce Competitiveness Trust Fund, MA Legislature, a private E. Herbert Burk Fund, WMECO, National Tooling Machining Foundation, and the Western MA NTMA. To date 1,050 middle school students toured precision manufacturing companies, 1,119 incumbent employees and 40 new pipeline workers were trained, a marketing program with the Economic Development Council of Western MA was launched, six Technology Innovation Forums with UMass Faculty Researchers from Polymer Science and Mechanical and Industrial Engineering were held; a Technology Transfer in Cryogenic Machining with UMass-WMNTMA-STCC was piloted, a new Certificate Program in Mechanical Engineering Technology was developed at Springfield Technical Community college, the Precision Manufacturing Collaborative of Pioneer Valley (PMCPV) was formed as a new business entity and the MA Center for Advanced Precision Manufacturing Technology Inc. was formed as a 501 c 3 non-profit corporation. See more at www.wmntma.org.
- **Center for Youth Internships & Employment** – Is an annual program that raises *private* funds for youth employment – in 2010, \$200,000 raised to place 125 youth into summer and year-round jobs.
- **State Energy Sector Partnership Grant** – April 2010 – December 2012 - \$659k (ARRA) through CommCorp. To train 120 workers for energy efficiency certification in Hampden County and training for photovoltaic certification in Central Mass (Worcester).

- **Talk/Read/Succeed! (TRS)** – July 2010 – June 2012 / \$390k Kellogg Foundation grant through the UWay of Pioneer Valley with REB as operator. TRS is a comprehensive initiative to increase student proficiency by 4th grade; a critical milestone that predicts future academic success. TRS targets 145 families with young children (345 children total; 272 between age 0-10) living at two Springfield Housing Authority sites. Services include parenting education, workshops, career and adult education, summer programming, job training, and family literacy.
- **The Hasbro Summer Learning Initiative (HSLI)** -July 2006 – September 2011-\$500k in private funding for Summer 2011. HSLI works with existing community and school-based summer programs to keep the learning faucet on for low-income youth. HSLI is supporting 40 programs and 2,500 children with thematic curriculum, literacy supports, and teacher/coaches to improve literacy and learning outcomes and stem academic loss.

Recent Successes:

Based on the REB's dedication to promote lifelong learning, a continuum of workforce development strategies addresses all segments of the workforce:

- **The Emerging Workforce** – In FY'10, 5,634 in-school and out-of-school youth, particularly at-risk youth who are or will be the newest entrants into the workplace, received education, career guidance, job readiness skills, MCAS and literacy support, year-round and summer work-based learning opportunities and support services.
- **The Transitional Workforce** – In FY'10 our One-Stop Career Centers saw 29,521 job seekers. Of those, 4,372 were provided with literacy, skills training and/or job search assistance to move into new jobs, including ex-offenders, disconnected older youth, and low-income adults. Of those who received skills training, 729 were placed in employment at an average wage of \$13.19 per hour this past year.
- **The Incumbent Workforce** – In FY'10, 880 employed workers received additional education and training to retain or advance in their jobs.

New Grants Recently Received:

- **National Emergency Grants:** \$.5M to provide on-the-job training at business worksites to 50 laid-off workers and \$1.0M to provide vocational technical skills training to 280 workers.
- **Kellogg Foundation Grant:** \$390K for the Talk/Read/Succeed! Program
- **Hasbro Summer Learning Initiative:** \$100k from Hasbro Corporation, \$75k from United Way of Pioneer Valley, and \$78k from the MA Department of Early Education and Care.

Notable Partnerships:

- **Healthcare Partnership of Western MA** – All major hospitals, schools of nursing, long-term care facilities and MA Senior Care Association/Foundation and the Irene E. & George A. Davis Foundation
- **The Western MA Tooling & Machining Association (NTMA) & Precision Manufacturing Regional Alliance** – Western MA Chapter NTMA member firms, UMASS Amherst, Springfield Technical and Holyoke Community Colleges, Economic Development Council of Western MA, and six Vocational Technical High Schools
- **Developing Early Childhood Educators** – Trained 226 early educators with \$500k grant from Workforce Competitiveness Trust Fund since 2008 for early education certifications and advanced degrees. MA Dept. of Early Education and Care, the Davis Foundation's Cherish Every Child, the Pre-School Enrichment Team, Springfield and Holyoke Early Childhood Partnership Councils, area's major day care providers, Springfield Technical and Holyoke Community Colleges and 6 four year colleges.
- **Hasbro Summer Learning Initiative** – Hasbro Corporation, Davis Foundation, United Way of Pioneer Valley, Department of Early Education and Care, Department of Elementary and Secondary Education, Jessie B. Cox Trust, United Way of MA Bay, Smith College, Springfield Education Association, Talk/Read/Succeed!
- **Talk/Read/Succeed!** – Davis Foundation, United Way of Pioneer Valley, Springfield Housing Authority, Springfield's Public Schools, Education Association, Public Library and Early Childhood Education Partnership, Preschool Enrichment Team, Partners for a Healthier Community and the Behavioral Health Network
- **Re-Entry Transitional Employment Partnership** – FutureWorks and CareerPoint Career Centers, Hampden County Sheriff's Department, ROCA Inc., New North Citizens Council, Light of Restoration Ministries
- **Partnership to Serve Homeless** – FutureWorks and CareerPoint Career Centers, Springfield's Housing Authority, City Dept. of Housing and Urban Development, Friends of the Homeless, Tri-County Continuum of Care, Springfield Continuum of Care, and Dress for Success of Western MA

Regional Workforce Board Profile of:



South Shore Workforce Investment Board

15 Cottage Avenue, Quincy, MA 02169

Phone: 617-328-7001 · Fax: 617-328-7381 · www.southshorewib.org

Donald P. Uvanitte, Chair

Maryellen Brett, Executive Director

Providing Services to: Braintree, Carver, Cohasset, Duxbury, Halifax, Hanover, Hingham, Holbrook, Hull, Kingston Marshfield, Middleborough, Milton, Norwell, Pembroke, Plymouth, Plympton, Quincy, Randolph, Rockland, Scituate and Weymouth

2011 Goals and Objectives: The South Shore WIB is working to support the regional economy by identifying gaps, building regional capacity and increasing options for youth in education, training and employment.

On-Going Initiatives:

- Health Work Alliance with Quincy College – April 2010 to June 30, 2011; 23 adults will enter Health Careers in both clinical and non-clinical settings.
- Respiratory Therapy Grant with SEIU 1199, Massasoit Community College and three medical facilities – January 2009 to June 30, 2011; 14 adults will gain an Associates Degree in Respiratory Therapy.
- CDL Training Program – July 2010 – June 30, 2011 – SSCAC is training 42 unemployed adults in the greater Plymouth area to gain a Commercial Drivers License.
- SEMASS Partnership for Clean Energy – 2009 – 2012; both unemployed and incumbent workers have access to free photovoltaic installation, solar thermal training and others a post baccalaureate certificate in sustainable development. Others will have access to on-line career exploration for green jobs.
- Workforce Investment Act Youth Programs
 - South Shore WIA Youth programs fund dropout prevention, education re-attachment, and job placement services to youth from throughout the region.
 - One vendor located at Hull High School is providing dropout prevention and job placement services to juniors and seniors at the high school. At least eight (8) youth will be served.
 - Four WIA-funded youth programs located in Quincy, Hull and Plymouth are providing high school dropouts GED test preparation and job placement. A total of approximately 115 youth from these towns, as well Carver, Halifax, Hingham, Pembroke, Randolph, Scituate and Weymouth are being served through this initiative.
- Connecting Activities
- The South Shore WIB works in partnership with four schools districts, Randolph, Braintree, Quincy and Plymouth, to provide job readiness and job search training as well as job placement

services to students. Approximately 100 youth are receiving services through this program, and approximately 40 youth are employed in employer-paid work experiences. Many working students and employers use the Massachusetts Work-Based Learning Plan as a tool to evaluate job performance, soft skills and technical skills.

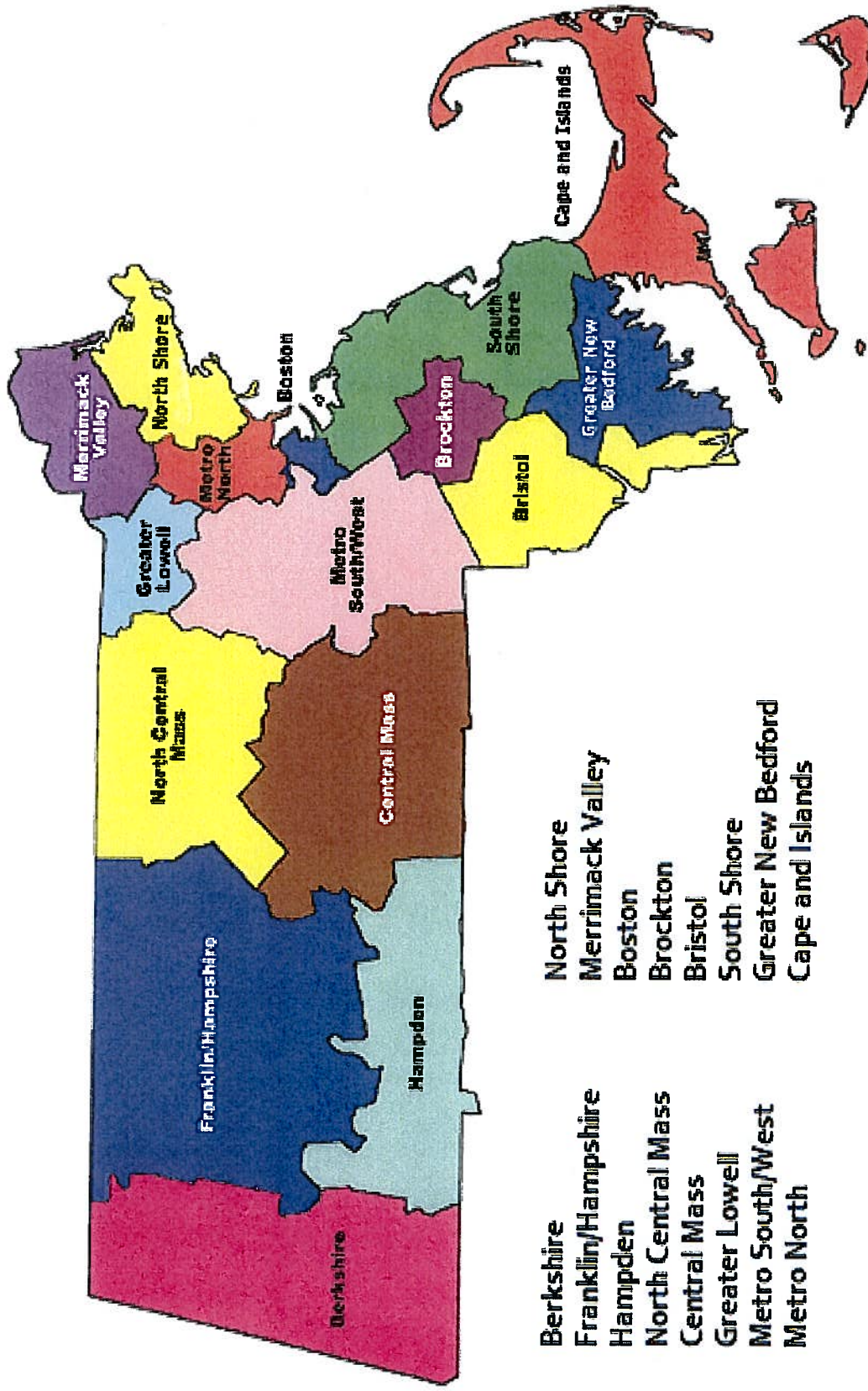
- Additionally, 40 youth (10 from each school district) will participate in Construction Career Day in early May. There they will gain hands-on experience with skills and tasks related to the trades, as well as learn about post-secondary educational opportunities for starting a career in the trades.
- YouthWorks Summer Employment Program
 - Last summer's (2010) state-funded YouthWorks employment program allowed 74 economically disadvantaged youth in Quincy, Weymouth and Randolph to gain work experience through subsidized employment.
- Take 1 Hire a Teen Summer Jobs Initiative
 - This summer marks the first time that the South Shore WIB is implementing a regional summer jobs campaign to put 40 economically disadvantaged youth to work in the private sector. WIB Board and Youth Council members are being requested to find one summer job opportunity for a youth. Youth are being referred by high schools throughout the region. Additionally, Career Center Business Service Representatives and Connecting Activities staff will source summer jobs for youth.

Recent Success: South Shore Career Centers (Quincy and Plymouth) last year served over 13000 job seekers and over 700 employers in FY10.

Notable Partnerships:

- SEIU 1199, Massasoit Community College, Quincy Medical Center, Radius Hospital and Boston Medical Center.
- Quincy, South Shore and Greater Plymouth Chambers of Commerce are key partners in the SSWIBs **Take 1: Summer Jobs 2011 Campaign**.

Massachusetts Workforce Board Association
Regional Map



- | | |
|--------------------|---------------------|
| Berkshire | North Shore |
| Franklin/Hampshire | Merrimack Valley |
| Hampden | Boston |
| North Central Mass | Brockton |
| Central Mass | Bristol |
| Greater Lowell | South Shore |
| Metro South/West | Greater New Bedford |
| Metro North | Cape and Islands |

Jobs Creation Commission
One Ashburton Place, 21st Floor Conference Room
April 27, 2011
10:00 a.m. – 12:00 p.m.

Commissioners in Attendance:

- Karen Spilka, State Senator, Co-Chair
- Richard Ross, State Senator
- Mary Kay Browne, Executive Office of Elder Affairs
- Aaron Tanaka, Executive Director, Boston Workers Alliance
- Dr. Alan Clayton-Matthews, School of Public Policy and Urban Affairs; Department of Economics Northeastern University
- Jefferson Smith, Legislative Director, Department of Transportation
- Charles Carr, Commissioner, Mass. Rehabilitation Commission, designee of the Secretary of Health and Human Services)
- Marissa Cole, Deputy Chief of Staff, Executive Office of Education
- Jennifer James Price, Undersecretary of Workforce Development, Designee for Secretary of Labor and Workforce Development
- Tim Sullivan, Legislative and Communications Director, AFL-CIO
- April Anderson-Lamoureux, State Permit Ombudsman, designee of the Secretary of Housing and Economic Development
- David Cash, Undersecretary for Policy, Executive Office of Energy and Environmental Affairs, designee for Secretary of Energy and Environmental Affairs

Other Attendees:

- Mary Anne Padien, Michael Wright, Yael Magen, Office of Senator Karen Spilka

Meeting Summary

Announcements by Chair Senator Karen E. Spilka

- Schedule: Commission meetings will be scheduled for every last Wednesday of every month.
- Next meeting will take place on June 4th, 2011 due to Senate budget debate.
- Location of future meetings: preference for 1 Ashburton Place, 21st floor, Conference room #2. Will notify Commissioners via email.
- Must notify the House and Senate Clerk's office of any future commission meeting according to Open Meeting Law.

Adoption of Meeting Summaries

- Commissioners voted to adopt the following meeting summaries sent to Commissioners via email:
 1. Jan 26, 2011 meeting summary

2. March 2, 2011 meeting summary
3. March 30, 2011 meeting summary

Discussion of Open Meeting Law (OML)

- The Commission is a public body under the OML and is required to meet the requirements of the OML. The notice requirements for special legislative commissions apply –a meeting notice must be submitted 24 hour in advance of the meeting to the House and Senate Clerk’s offices.
- The OML applies to all subcommittees.
- Subcommittees may submit notices directly to the House and Senate Clerk’s offices or to Senator Spilka’s and Senator Wagner’s offices. Their staff will deliver the notices to the Clerks.
- Commissioners are required to sign the ‘Certificate of Receipt of Open Meeting Law Materials’ indicating that they received and reviewed the material and submit it to Senator Spilka’s office by Thursday, April 28, 2011 to be kept on record.
- Any questions about the OML can be forwarded to Senator Spilka’s or Representative Wagner’s office.

Discussion of Subcommittees Framework

- Last meeting commissioners were asked to submit proposed framework which Senator Spilka’s office compiled and summarized.
- Senator Spilka read the ‘Proposed Framework’ and asked for volunteers for each subcommittee.
- Each subcommittee will cut across both private and public sector and will decide their specific topics.
- Some topics in the Demand subcommittee have the potential to overlap with Economic Development Planning Council, chaired by the Secretary of Housing and Economic Development. April Anderson Lamoureux, the EOHED designee will keep the subcommittee informed of the work of the Planning Council.
- Senator Spilka announced the volunteers and co-chairs of the subcommittees:
 - **Inventory-** Co-chaired by: Dr. Alan Clayton-Matthews and Jennifer James Price (EOLWD)
 - **Demand-** Co-chaired by: Eileen McAnneny and April Anderson-Lamoureux (EOHED). Volunteers: David Cash (EOEEA)
 - **Supply-** Co-Chaired by: Tim Sullivan and Aaron Tanaka. Volunteers: Mary Kay Browne (EOEA), Charles Carr (MRC), Marissa Cole (EOE)
 - **Communications-** Co-Chaired- TBD
- Other groups are doing similar work and studies and thus it is important not to replicate them but to focus on new topics and issues.
- The Commission should work in a parallel track, with the subcommittees working independently and then periodically reporting to the commission. The timelines for completion of subcommittee work is to be determined.

- The subcommittees topics and task-forces might overlap and thus need to communicate frequently and share information. Meetings should follow the OML requirements.
- Subcommittees may invite non-commissioners to meetings to share information and they may invite individuals as permanent or ad-hoc members.
- The subcommittees should address specify special populations (e.g., youth, people with disabilities, people transitioning from prison etc.) as well as job training, employment barriers and reeducation.
- One of the purposes is to get a better understanding of the employer needs in the Commonwealth and explore what employment programs are successful.
- One intended output of these subcommittees is an inventory of job creation activities as well as administrative and legislative recommendations.
- Before the next commission's meeting, each subcommittee should have at least one initial meeting to discuss the issues and goals they wish to accomplish. At the Commission's next meeting each subcommittee shall present their findings and the commission will discuss overlapping issues and decide how to avoid duplication.
- The Communication subcommittee has no volunteers for co-chairs and if there are no volunteers by next meeting the commission shall discuss the importance of going forward with that subcommittee.

Discussion of Next Meetings

- Last meeting's briefing was very helpful. More time for questions is needed in the future after the briefings.
- The Commission is interested in exploring more in-depth how businesses partner and align with community colleges and how they respond to the changing economy.
- The Commission decided to accept the offer of the Workforce Investment Boards to assist in conducting hearings in the various WIB regions.
- Briefings should be done periodically, maybe once every two months. A part of next meeting can be dedicated to a briefing; those with ideas please contact Senator Spilka's office.

Documents Distributed:

- Open Meeting Law certificate of receipt of materials
- Proposed framework

Jobs Creation Commission

Proposed Framework

April 25, 2011

Mission:

“Make an investigation and study relative to the economy in order to create and maintain quality jobs.”

Focus Points:

- Identify advantages to job creation and leverage them
- Identify barriers to job creation and mitigate them
- Train job seekers effectively
- Communicate existing and future job creation programs effectively

Need to address:

- What has happened in the past in terms of job creation efforts
- What programs exist now
 - Are they the right ones?
 - Are they being communicated effectively?
- What types of job creation programs we should have in the future?

Framework:

	Inventory	Demand		Supply		Communications
		Large Businesses	Small Businesses	Alignment & Education	Barriers	
Public Sector						
Private Sector						

Proposed Task Forces/Subcommittees:

Inventory

- Will catalogue past and existing job creation activities and evaluate for best practices and effectiveness
- Will also catalogue best practices from other states
- Will pull in other members as necessary

Demand

- Will focus specifically on job creation programs in both the public and private sectors
- Will look at the challenges and opportunities available to both small businesses and large businesses
- Will pull in other members as necessary

Supply

- Will focus specifically on employment needs within various populations
- Will look at both the barriers to employment and the education and training needed to fill available jobs
- Will pull in other members as necessary

Communications

- Will evaluate if existing job creation tools are being communicated effectively
- Will develop plan for effectively communicating job creation programs in the future
- Will pull in other members as necessary

Jobs Creation Commission
One Ashburton Place, 21st Floor Conference Room
June 29, 2011
10:00 a.m. – 12:00 p.m.

Commissioners in Attendance:

- Dr. Alan Clayton-Matthews, School of Public Policy and Urban Affairs, Department of Economics, Northeastern University
- Aaron Tanaka, Executive Director, Boston Workers Alliance
- Mary Kay Browne, Executive Office of Elder Affairs
- Paul Frost, State Representative
- April Anderson Lamoureux, State Permit Ombudsman, designee of the Secretary of Housing and Economic Development
- Marissa Cole, Deputy Chief of Staff, Executive Office of Education
- Jennifer James Price, Undersecretary of Workforce Development, designee for Secretary of Labor and Workforce Development
- Mary Anne Padien, for Karen Spilka, State Senator
- Tim Sullivan, Legislative and Communications Director, AFL-CIO
- Nurys Camargo, Senior Policy Advisor, Executive Office of Public Safety and Security
- Ryan Coyne, for Joseph Wagner, State Representative
- Michael Flynn, for Richard Ross, State Senator

Other Attendees:

- Emily Fitzmaurice, Zach Woodward, Office of Senator Karen Spilka
- Laurie Taymor-Berry, Survivors, Inc.
- Jim Stanton, The Technology Initiative, Metro South/West Regional Employment Board
- Samantha Kuntz, Massachusetts Workforce Board Association

Meeting Summary

Announcement by Meeting Chair, Jennifer James Price

- Senator Karen Spilka and Representative Wagner were unable to attend. Jennifer James Price chaired this meeting
- The vote to adopt the minutes from the April 2011 meeting was postponed until the next time the full commission meets.

Dr. Alicia C. Sasser: Mismatch in the Labor Market: Measuring the Supply and Demand for Middle-Skill Workers in Massachusetts Presentation

- Senior Economist, New England Public Policy Center, Federal Reserve Bank of Boston
- Presentation Handouts:
 - *Mismatch in the Labor Market: Measuring the Supply and Demand for Middle-Skill Workers in Massachusetts* Power Point
 - *The Middle-Skills Gap: Ensuring an Adequate Supply of Skilled Labor in Northern and Southern New England* by Julia Dennett and Alicia Sasser

Dr. Alicia Sasser gave a presentation on the need for Massachusetts to not only maintain an adequate number of workers (especially as the baby boomer generation begins to retire) but also a workforce which has the right skills to be able to meet the demands and needs of the state's economy. A middle skill worker is an adult with some college education or an Associate's Degree, they have a specific skill set and are complimentary to high-skilled workers in a variety of industries. Since 1990, the population of middle skill workers is growing slower in Massachusetts than the rest of the economy. These are jobs which are not easily outsourced and require specialized skill, so these workers do need some post-secondary education or training. The demand for these jobs is increasing faster than the supply, especially in Massachusetts. We have seen shifts in employment over time and many industries are moving from manufacturing and production. Many of these industries are becoming biased towards using educated workers. Over the next decade, the working age population in Massachusetts is predicted to stagnate even though this population is predicted to grow on a nation-wide level.

Even though Massachusetts continues to lead the nation with students receiving a Bachelor's degree or higher, the middle-skill population continues to lag. People will not be receiving the right types of training for the demands of the employers. Dr. Sasser explained that by 2019, the number of middle skill worker demands will exceed supply and it will take a 30% increase in these workers to fill the gap over the next decade. Community colleges play a role in provided job training and Massachusetts ranks 32nd in the nation for 2 year institution completion rates. She suggested that by increasing the education and training available for middle-skill workers, through community colleges and two year institutions, we will be able to begin to address this gap. This would require significant investment in financial aid, remedial courses, stipends, child care funds and transportation in order to boost the completion rates. This will help align training with the specific employer needs.

Dr. Alicia Sasser addressed the following topics in response to questions from Commissioners:

- **Federal Reserve Program:** Dr. Sasser explained that the Obama administration has a grant program for community colleges to boost completion rates. There is no comprehensive evaluation of this program yet. But Dr. Sasser and her group are going to provide assistance in evaluating the programs funded by these grants and how successful they are in keeping students enrolled. They are looking to identify what are the best practices and what works best in order to connect the educational institutions with local businesses.
- **Drop-out rates because of remedial requirements:** Dr. Sasser explained that while we don't know exactly what percent of people drop out or do not pursue a degree because of remedial requirements, we do know that many students lose interest after their first year because of these requirements. Some states combine remedial work with course work which is helping to keep students enrolled. Florida also has a program where high school students are tested to determine if they will need remedial services and giving them the opportunity to receive these services while they are still in high school.
- **On-the-job training:** Dr. Sasser addressed the use of apprenticeships and on-the-job training to address remedial requirements. Dr. Sasser explained that these programs, such

as the use of stackable credits, are extremely beneficial and have been used for this but the difficulty lies in getting the individuals into these programs.

- **Community colleges, vocational schools:** Dr. Sasser explained that while the state does a great job with four-year educations, we are not as successful in moving high school students to non degree post-secondary or associates degree programs. Students need to be taught what is going to be expected of them when they come out and should be targeting growing occupations where there is a critical need (such as healthcare industry, which is still growing through the recession). She addressed the need to reach out to adults who are already out of high school, not just high school students. She stressed the importance of aligning the business sector and the education sector so that educational institutions know exactly what skills they need to give their students so they can find jobs after graduation. Dr. Sasser explained that vocational programs have a great model and excel in getting focused students enrolled in their programs. Some two-year programs are also extremely beneficial to students by preparing them for work in less time. Some private two year schools offer grants to students who fall behind so they may catch up during the summer. Also remedial requirements are sometimes done in tandem with job training courses. This is a model which would be great for the community colleges to begin to follow – money would be needed for these grants.

Reports by Subcommittees:

- Three of the four subcommittees met jointly in May.
- The fourth (Communications and Messaging) has not yet formed. The Commissioners decided to delay that work for the time being. Its goal is to bring members together to design messaging around the tools the other subcommittees have identified as helpful or successful and get the word out. This is a piece that could be done towards the end of the Commission's work. The plan for this subcommittee is not being eliminated but meetings will be postponed for a few months.
- Inventory subcommittee to look at the inventory of tools in other states and MA, gather information on these tools, look at effectiveness and recommend the mechanisms or tools needed for Massachusetts. To draft document with high level overview of the network of support for employers, how they function and the contacts as well as a high level overview of state-based economic development tools available. This is to be looked at during the next subcommittee meeting.
- Demand subcommittee to look at the inventory and discuss information on the barriers to job creation for employers (including tax policy, regulatory changes, health care costs, etc). Must make sure to not duplicate the work of other commissions and organizations. It will set up proposed listening sessions to gather information.
- Supply subcommittee to look at the Inventory subcommittee's report and discuss. It will address the different populations critical to workforce development and the ways we can help them build the particular skills set they need and move them to viable employment. Need to clarify what resources are needed to do this review.
- Next step is for the subcommittees to hold separate meetings.

Discussion of Public Hearings:

- Possibility of hosting a set of public hearings in different regions of the state.
- Questions that would need to be addressed about these hearings:

- What role would the Commission play at the hearings?
- Who would sponsor them?
- When would they occur?
- Where would they occur?
- Workforce Board Association – which represents 16 workforce investment boards statewide – will assist in scheduling 4 or 5 regional public hearings. They will begin in early fall, one a month, in regions to be determined in consultation with the Commission. It was suggested that hearing should be held in regions where the unemployment level is high.
- WBA will work on logistics (finding locations, reaching out to people to testify) but the Commissioners need to do their own outreach (to their networks and regions) to build attendance.
- Hearings should consist of three panels. First, hear from a panel representing job seekers (individuals actively looking for work and a local organization that represents workers), then hear from employers (CEOs/business owners), then hear from persons who actually do the hiring (HR representatives) before opening the hearing up to the public.
- All panelists will be asked to address questions that will be provided by the Commission in advance of the hearings. Potential questions for each group were discussed including the following:
 - Panel 1 (Workers)
 - What services are job seekers utilizing services and are they effective?
 - What was the most important support to help an individual land a job or what services are missing and what is preventing the individual from being employed?
 - What are the barriers that the organization sees for people at various skill levels in this region for finding jobs? What is needed for progress?
 - Panel 2 (business owners or CEOs):
 - If there is increased demand for your services/products will you hire more employees? Do you expect this to happen?
 - What are the significant costs to doing business that you can attribute to having chosen to do business in this region? Do these costs affect your ability to expand operations and create jobs?
 - . Have you experienced productivity advances in the last 5 years? How has that affected hiring for your business?
 - Panel 3 (Human resource professionals):
 - Under what circumstances would you increase your workforce.
 - Who would you hire if you were adding jobs now, i.e. what skills, experience, education do you need?
 - If you cannot find the exact match for your needs what do you do? Would you train in house? Would you turn to some other resource to train employees? Do you work with applicants that do not meet all the criteria you hope for in an employee?

Discussion of Next Meetings:

- The Commission discussed whether to convene monthly meetings during the time when the public hearings are being held. Decision was made to reserve the space for the next

months but to decide closer to the date whether or not a full Commission meeting is required. The regional hearings will be held monthly and the Commission will convene as a full group, as needed.

- Subcommittees will work out their meeting schedules – must notify Commission chairs in order to ensure notices are posted. If the full Commission decides to not have a particular monthly Boston meeting, the subcommittees may utilize the Ashburton Place space reserved on that date.
- Commissioners should contact the chairs to schedule presentations on specific topics at full commission Boston meetings.
- The next meeting will be the last Wednesday of July (July 27th) .

Documents Distributed:

- Slides from Dr. Sasser's presentation
 - *The Middle-Skills Gap: Ensuring an Adequate Supply of Skilled Labor in Northern and Southern New England* – supplement article for presentation by (Policy Brief from New England Public Policy Center at the Federal Reserve Bank of Boston, April 2011)
- Minutes from April 2011 Meeting
- Notes/Summary of May 2011 Subcommittee Meeting of the Inventory, Demand, and Supply Subcommittees

Mismatch in the Labor Market: Measuring the Supply and Demand for Middle-Skill Workers in Massachusetts

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Senior Economist

New England Public Policy Center

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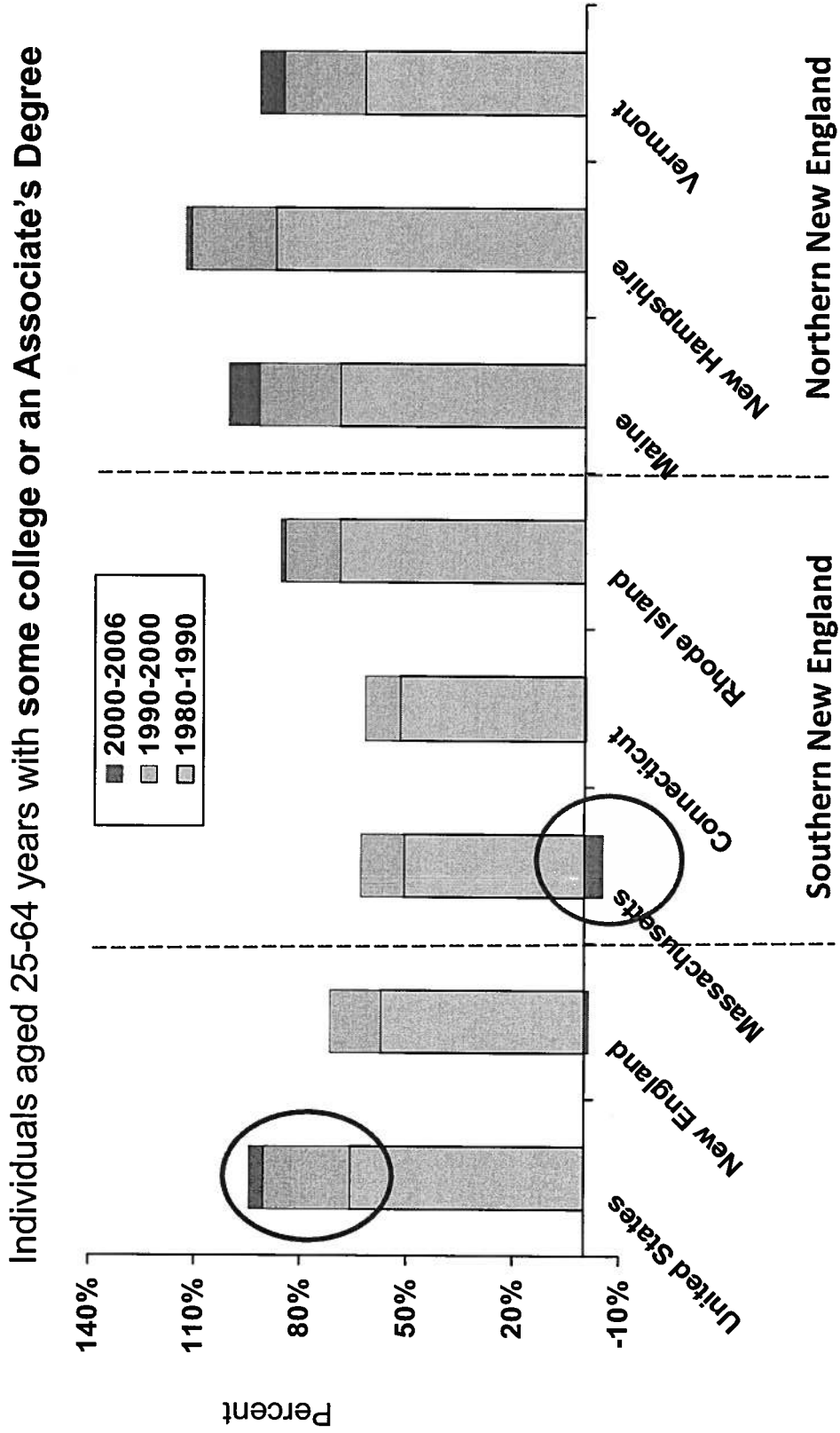
Why do we care?

- Some point to a current or future “**shortage**” of labor in Massachusetts arising from slower population growth, typically higher net out-migration, and an older workforce that will soon be retiring.
- Others point to a potential “**mismatch**” between worker skill levels and the skills demanded by employers arising from structural changes in the economy as we shift away from manufacturing and towards more knowledge based industries.
- Bottom line: we need not only a *sufficient number* of workers but also a workforce with the *right mix of skills* to meet the needs of the state’s economy.

What are the key policy questions?

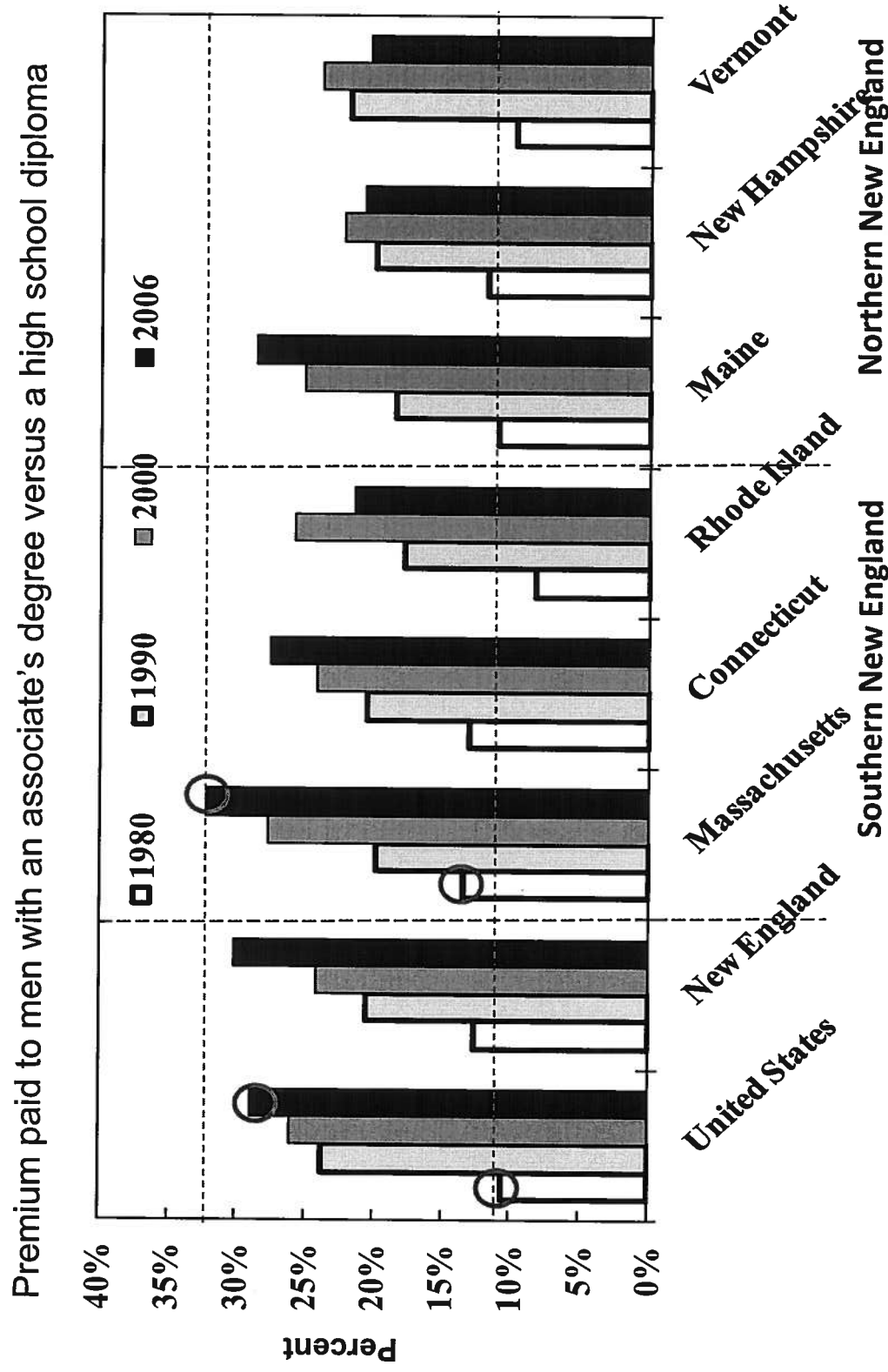
- 1. How has the **skill mix** of the Massachusetts workforce compared to demand over the past several decades?
- 2. What are the **unique labor supply constraints** that the Commonwealth will face in the future?
- 3. What role can **public policy** play in addressing the potential gaps in the state's labor force during these uncertain times?

The number of “middle-skill” workers with only some college or an Associate’s degree has been growing more slowly in Massachusetts.



Source: Author’s calculations based on the 1980, 1990, and 2000 decennial Census and the 2005-07 combined American Community Survey.

Since 1980, the wage premium for middle-skill workers relative to those with only a high school degree has been increasing.



Source: Author's calculations based on the 1980, 1990, and 2000 decennial Census and the 2005 and 2006 American Community Surveys (combined).

Why has the demand for college-educated workers been rising?

- Employers in both the region and the nation are willing to pay a premium for skilled workers despite there being relatively more of them.
- This premium has been growing over time, indicating that the demand for such workers has outpaced their supply.
- Increasing demand for college-educated workers can result from:
 - Employment shifts **across** industries or occupations that use differing amounts of college-educated labor
 - Employment shifts **within** industries or occupations towards using more college-educated workers

Occupations in New England with “critical” vacancies employ a large number of middle-skill workers.

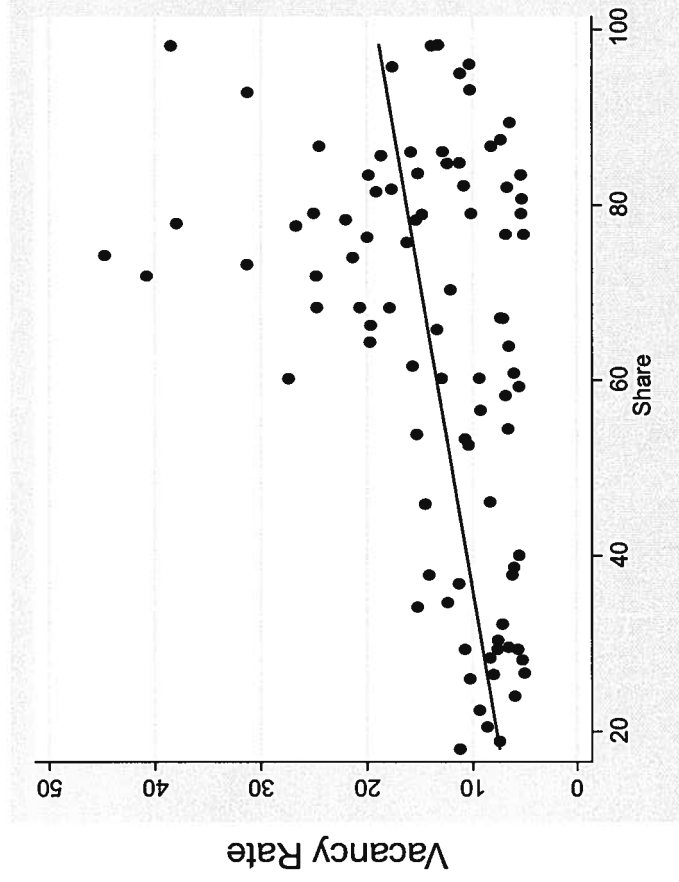
Example: Healthcare Practitioners and Technical Occupations, 2006

Occupation	Vacancy Rate (%)		Education Distribution (%)		
	New England	United States	Low-skill	Middle-skill	High-skill
Healthcare practitioners and technical (all)	8.9	6.6	8.2	39.2	52.7
Physical therapists	23.9	21.6	2.4	9.0	88.5
Diagnostic medical sonographers	21.2	10.0	9.6	67.1	23.3
Cardiovascular technologists/technicians	20.4	9.8	9.6	67.1	23.3
Radiologic technologists/technicians	16.5	8.7	9.6	67.1	23.3
Speech language pathologists	16.0	12.8	1.1	1.5	97.5
Pharmacists	15.1	10.7	0.7	4.4	94.9
Respiratory therapists	13.7	6.9	3.1	69.0	27.9
Registered nurses	11.0	8.9	1.4	42.8	55.8
Physician assistants	8.8	7.5	8.4	23.9	67.7
Medical records and health information	8.0	6.3	38.0	48.8	13.2
Medical and clinical lab technologists	6.8	4.1	12.9	36.5	50.6

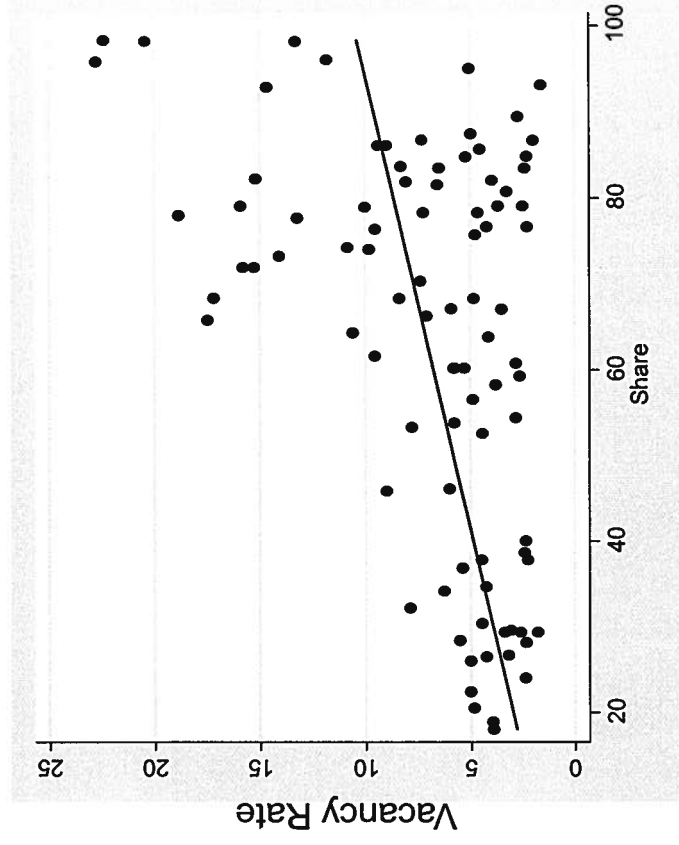
Source: Vacancy rates are the author's calculations based on vacancies reported by the Help Wanted Online Survey from the Conference Board and employment reported by the Bureau of Labor Statistics. The education distribution is based on the author's calculations using the 2005-2007 combined American Community Survey.

Detailed occupations that employ a greater share of college-educated workers had higher vacancy rates in 2006 and 2009.

Vacancy rates versus share of workers with any college degree, Massachusetts
Detailed occupations with “critical” vacancy rates



2006



2009

Source: Vacancy rates are the author's **calculations** based on vacancies reported by the Help Wanted Online Survey from the Conference Board and employment reported by the Bureau of Labor Statistics. The share of workers with any college degree are the author's calculations using the 2005-2007 combined American Community Survey.

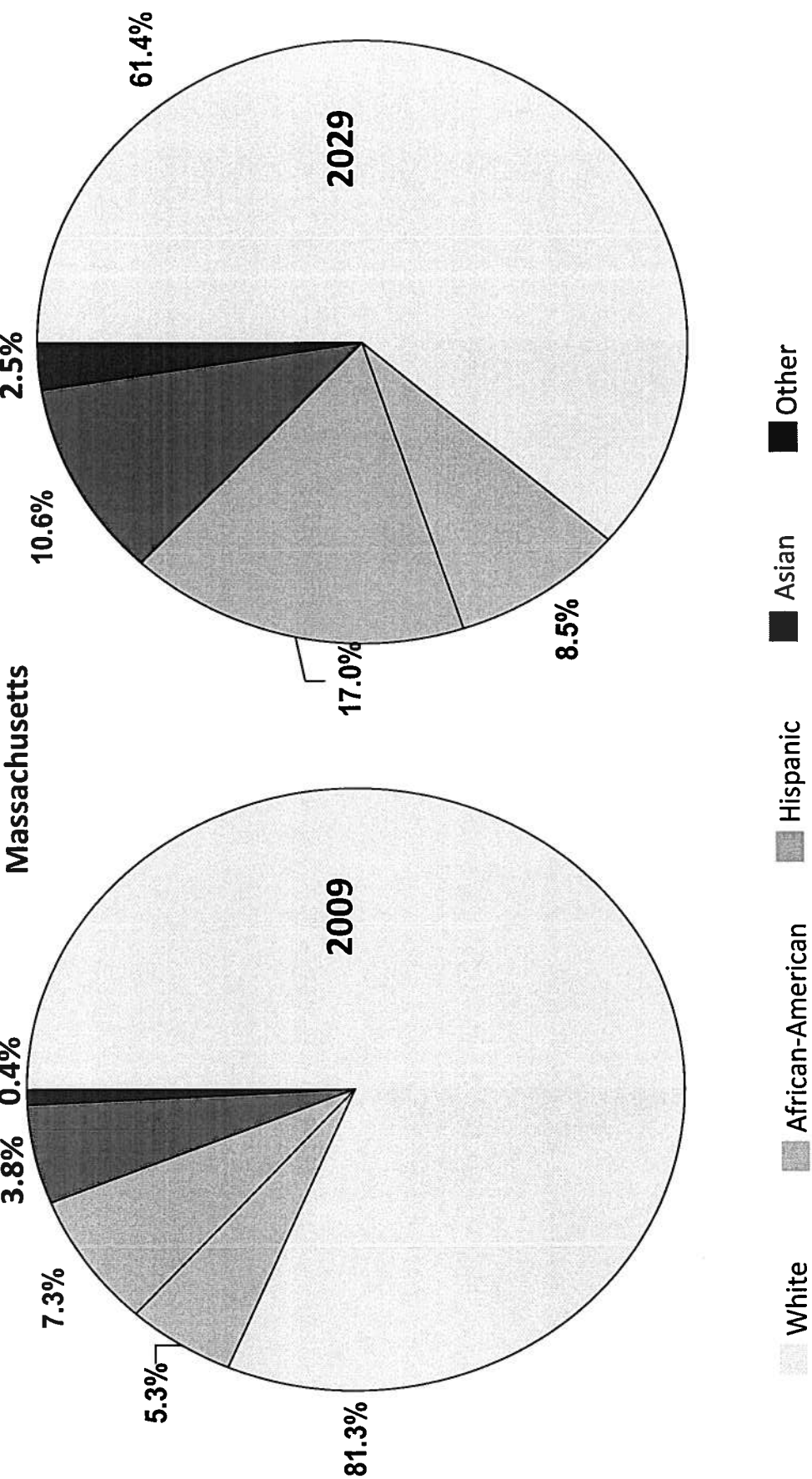
The working age population in Massachusetts will stagnate and then shrink over the next two decades while that of the nation will grow.

Growth in the Number of Individuals Aged 25-64 Years

	Massachusetts			United States		
	Total	Foreign	Native	Total	Foreign	Native
Population						
Percent change 2009-2019	3.3%	33.8%	-4.5%	11.3%	47.5%	3.2%
Percent change 2019-2029	-1.1%	22.7%	-9.6%	9.1%	39.0%	-0.5%
Labor Force						
Percent change 2009-2019	2.0%	33.9%	-5.7%	10.1%	47.0%	1.9%
Percent change 2019-2029	-1.7%	22.4%	-9.8%	9.2%	38.0%	-0.1%

The composition of the state's labor force will shift to include a greater share of minority and immigrant populations.

Current and Projected Racial /Ethnic Composition of the Labor Force

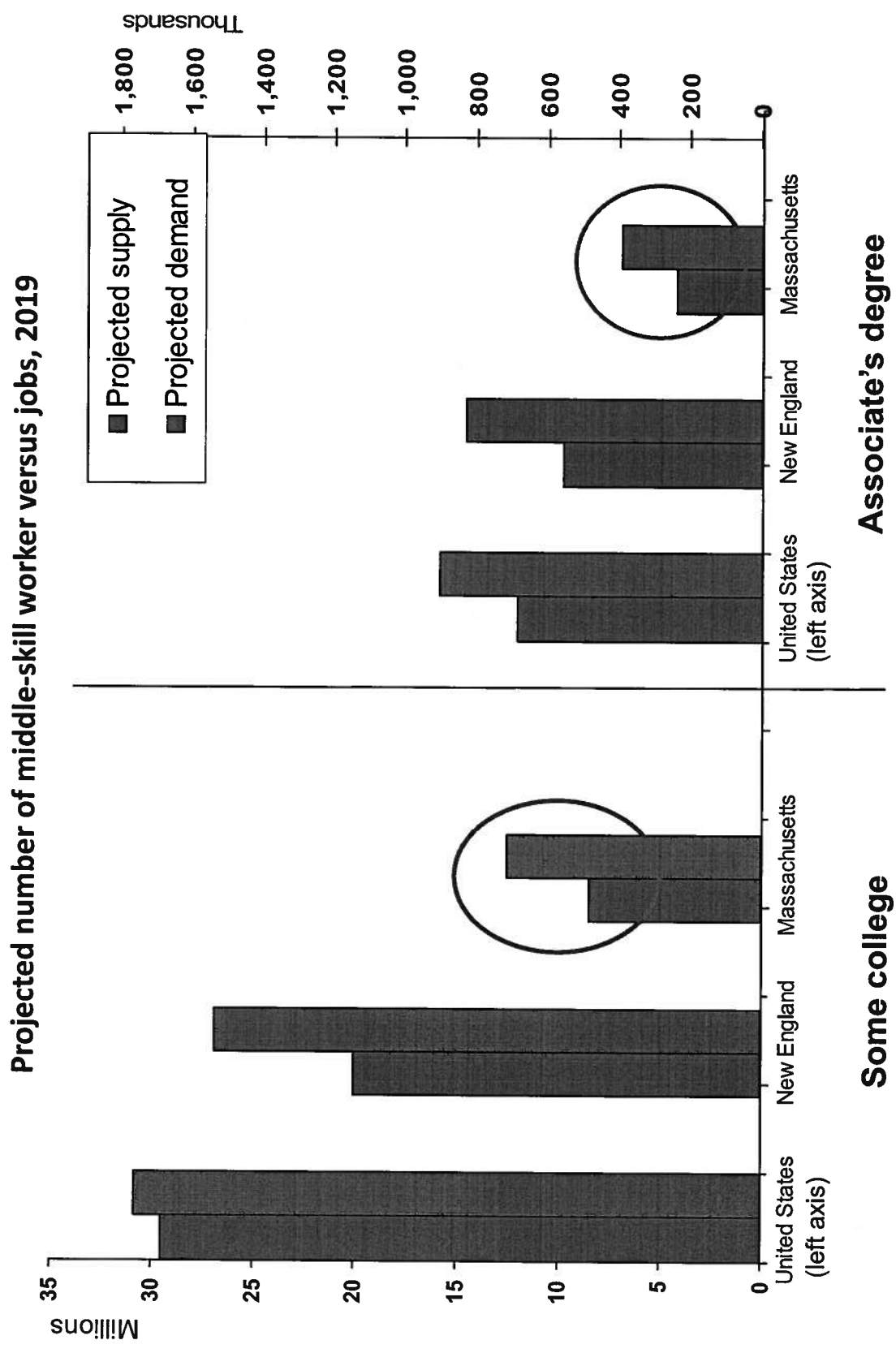


The changing composition of the population will slow the pace of educational attainment among low and middle skill individuals in the Commonwealth.

Educational Attainment of Individuals Aged 25-64 Years

	Less than high school	High school graduate	Some college	Associate's degree	Bachelor's degree	Advanced degree
	Massachusetts					
Actual 2009	9.1%	25.4%	16.2%	8.2%	24.1%	16.9%
Projected 2019	8.8%	24.4%	16.4%	7.8%	25.8%	17.0%
Projected 2029	9.2%	23.2%	16.6%	7.0%	26.4%	17.7%
	United States					
Actual 2009	13.2%	28.5%	20.9%	8.3%	18.7%	10.4%
Projected 2019	13.9%	27.4%	21.0%	8.3%	19.5%	9.9%
Projected 2029	15.3%	26.2%	21.0%	7.8%	19.8%	10.0%

By 2019, the number of middle-skill workers is projected to fall short of demand in Massachusetts.



We cannot rely on market forces alone to fill the middle-skills gap.

- Workers in the middle of the skills distribution have fewer resources to invest in training and are less mobile than those at the top.
- Private sector training investments by firms are often limited due to a variety of market failures—particularly for middle-skill workers.
- The demand for middle-skill jobs that require manual or non-routine cognitive tasks is not likely to be met through additional automation or outsourcing on the part of firms.
- Even if high-skill workers are able to perform jobs that require less education, it is unlikely that they would choose to do so unless there were no other options.

In addition to ongoing efforts to expand traditional four-year baccalaureate attainment, specific education and training policies that target growing categories of middle-skill jobs is warranted.

- Yet the region's higher education system seems skewed toward private institutions that produce bachelor degree holders.
- At the same time the role of community colleges has expanded from providing relatively easy access to college coursework to providing a range of job skills training and other programs that serve the educational needs of the local community.
- Although college enrollment has been increasing, college completion rates have not—particularly at two-year institutions that serve middle-skill workers.

While the Commonwealth's four-year institutions are highly competitive relative to the nation, completion rates at our community colleges are below the national average.

Degree Completion Rates, 2006-2008

	Two-year public			Four-year public			Four-year private		
	Rate	Rank		Rate	Rank		Amount	Rank	
Connecticut	11%	46		55%	18		70%	5	
Maine	29%	14		48%	33		71%	3	
Massachusetts	17%	32		54%	24		74%	2	
New Hampshire	26%	17		64%	4		60%	19	
Rhode Island	10%	48		54%	22		69%	8	
Vermont	15%	38		59%	11		68%	9	
United States	22%			53%			61%		

Source: *Trends & Indicators*, The New England Board of Higher Education, various years.

Part of the problem may stem from a lower level of funding...

Appropriations, FY 2007

	Per Capita		Per Full-Time Enrollment	
	Amount	Rank	Amount	Rank
Connecticut	\$252	23	\$10,079	4
Maine	\$196	38	\$6,406	28
Massachusetts	\$155	46	\$8,666	6
New Hampshire	\$94	50	\$3,370	49
Rhode Island	\$173	45	\$6,548	26
Vermont	\$137	49	\$3,031	50
United States	\$242		\$6,773	

Source: *Trends & Indicators*, The New England Board of Higher Education, various years.

Potential policy solutions point to growing our own talent.

- Although labor force participation has increased since 1970, particularly among women, further increases are likely to be small.
- Although immigration has been a significant source of labor in the past, immigrants often do not have the education and training to fill middle-skill jobs.
- Increasing postsecondary educational attainment—particularly education and training that targets *growing* categories of middle-skill jobs.

Increasing postsecondary education and training for middle-skill workers would require overcoming a number of challenges.

- Future gaps stem from changes in the composition of the labor force towards greater shares of immigrant and minority populations. Further gains in educational attainment among these traditionally disadvantaged groups would require significant investment in financial aid.
- In addition to financial assistance, community college students often face greater challenges to completion than those attending four-year institutions. Programs in other states have shown that offering remedial courses, stipends, child care, and transportation during periods of study can boost completion rates.
- “Middle-skill” jobs often require specific skill sets rather than general knowledge. Greater communication between firms that hire “middle-skill” workers and the institutions that educate them could better align training curriculum with employer needs.

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The New England Public Policy Center was established by the Federal Reserve Bank of Boston in January 2005. The Boston Fed has provided support to the public policy community of New England for many years; NEPPC institutionalizes and expands on this tradition.

The Center's mission is to promote better public policy in New England by conducting and disseminating objective, high-quality research and analysis of strategically identified regional economic and policy issues. When appropriate, the Center works with regional and Bank partners to advance identified policy options.

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The Middle-Skills Gap: Ensuring an Adequate Supply of Skilled Labor in Northern and Southern New England

By Julia Dennett and Alicia Sasser Modestino

In the past, New England's highly skilled workforce has served as a boon to the region, acting as a catalyst for economic growth. Looking to the future, policymakers and business leaders are concerned about the ramifications of a potential shortage of skilled labor—particularly as the Baby Boom generation retires. Indeed, Census Bureau projections indicate that the number of individuals entering the labor force in New England will be 15 percent smaller than the number retiring by 2020.

Besides worrying about a sufficient *number* of workers, policymakers and business leaders are also concerned that the region's workforce will not have the right *mix of skills* to fill the jobs created by the New England economy. As the region continues to shift away from traditional manufacturing and production toward professional service and technology-related sectors, employers are demanding workers with more formal education or training. In the short run, an insufficient supply of skilled labor may make it difficult for employers to fill jobs in high demand after the Great Recession, potentially slowing the region's recovery. In the long run, a shortfall of skilled workers may create barriers for businesses looking to locate to or expand in New England, impeding the region's economic growth.

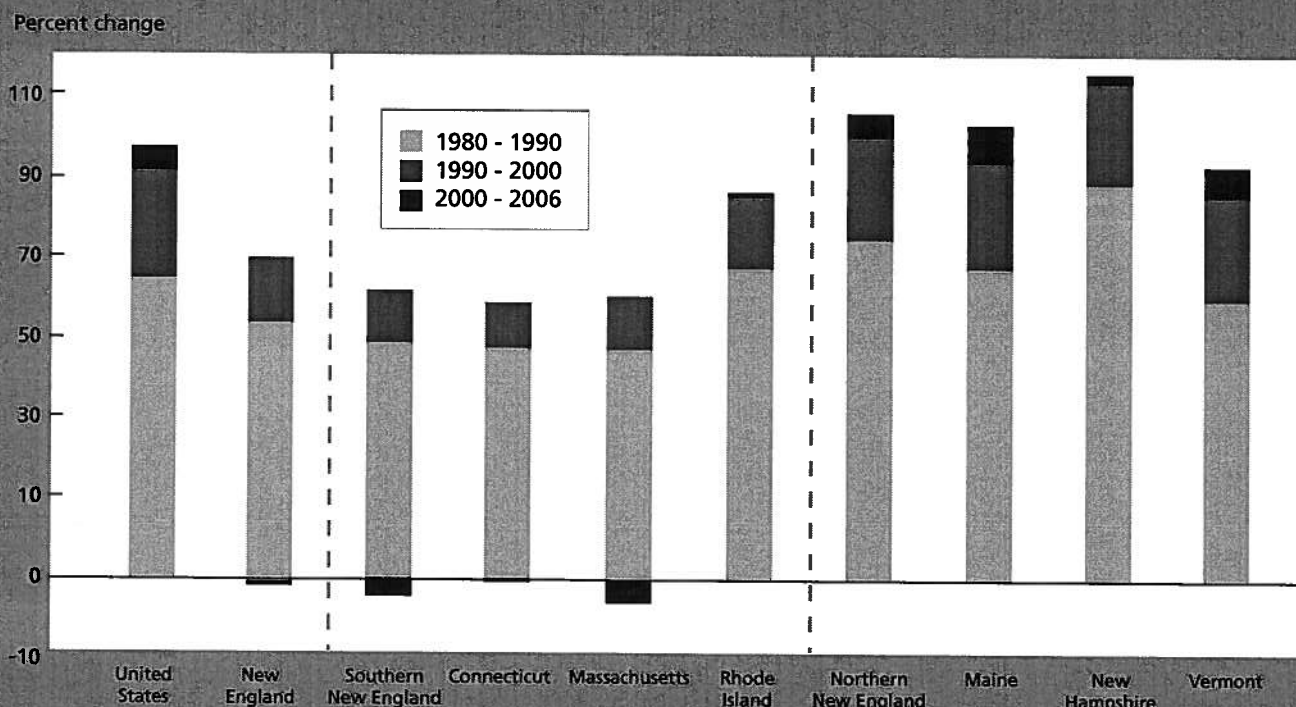
Evidence suggests that a mismatch between the skill levels of the population and the skills demanded by employers may already be occurring—particularly in the "middle" of the labor market. A recent research report from the New England Public Policy Center, *Mismatch in the Labor*

Market: Measuring the Supply of and Demand for Skilled Labor in New England, identifies the middle-skill category as facing the greatest imbalance between the supply of and demand for labor in New England over the next two decades. Middle-skill workers are individuals with some college education or an associate's degree, who are often needed to fill critical jobs in healthcare (nurses, EMTs, therapists), education (teacher assistants), information technology (network administrators, computer support specialists), and other growing occupations. These jobs require some specialized skills, and often involve interpersonal interaction that cannot be easily outsourced or automated.

This policy brief explores the middle-skill mismatch by comparing recent labor market trends and future projections for northern (Maine, New Hampshire, and Vermont) versus southern (Connecticut, Massachusetts, and Rhode Island) New England. It finds that the middle-skill mismatch differs between these two areas of the region, suggesting that policymakers should tailor their potential responses rather than taking a one-size-fits-all approach. In northern New England, where population growth is projected to stagnate, policies aimed at attracting and retaining skilled workers will be a priority. In southern New England, where the population is projected to shift toward minority and immigrant groups, policies need to ensure that workers have the right skills to fill jobs created by the region's economy.

Figure 1. The number of middle-skill working-age adults in New England has been growing more slowly in recent decades, particularly in the southern part of the region.

Individuals aged 25-64 years with some college or an associate's degree



Source: Authors' calculations based on the 1980, 1990, and 2000 decennial Census and the 2005-07 combined American Community Survey.

Note: Educational attainment in 1980 is defined by number of years of education completed and is not strictly comparable to that in 1990 and later years, which are based on degrees completed.

The supply of middle-skill workers has not kept pace with demand

Over the past several decades, the population of middle-skill working-age adults has grown more slowly in New England compared with the nation, particularly in the southern part of the region (see Figure 1). From 1980 to 2006, while the number of individuals aged 25 to 64 years with middle-skill training grew by 78 percent in New England, this population more than doubled nationwide. The supply of middle-skill labor in New England has also been growing more slowly with each passing decade—and has actually shrunk by 1.2 percent since 2000. The slowdown has been particularly acute in southern New England. Meanwhile the supply of middle-skill labor has continued to grow by 4.4 percent since 2000 nationwide.

New England has experienced slower population growth across all skill levels in recent decades, but the slowdown in the number of middle-skill individuals has been

especially pronounced—altering the *mix of skills* in the region's labor force. As a result, the *percentage of the population* with middle-skill training has also grown more slowly in New England compared with the nation. As of 1980, middle-skill adults accounted for roughly equal shares of the population (19 percent in the region versus 20 percent in the nation). Yet by 2006, the share of middle-skill adults was roughly 3 percentage points lower in New England (26 percent) versus nationwide (29 percent). Again, southern New England states have the lowest shares.

At the same time, demand for middle-skill workers has expanded, as shown by a rapid increase in their earnings relative to individuals with only a high school degree. From 1980 to 2006, employers paid a rising premium for middle-skill workers even as the supply of these workers grew—indicating that demand outpaced supply. In 1980, men with an associate's degree in New England earned 12.7 percent more per hour than men

with only a high school diploma. By the year 2006, this premium had more than doubled, to 30.2 percent.

The wage premium for middle-skill workers has also been rising more rapidly in New England relative to the nation since 2000, indicating that the imbalance between supply and demand has grown more severe in the region. This is particularly true in key sectors of the New England economy that employ middle-skill labor, including health-care, business and financial operations, and computer and mathematical sciences. These industries have higher than average job vacancy rates that have persisted throughout the recent recession.

The supply of middle-skill workers will be constrained in the future

Significant demographic changes suggest that the supply of middle-skill workers may not keep pace with demand. Our projections indicate that the size of the working-age population in New England will likely stagnate, increasing by only 2.2 percent between 2009 and 2019 (see Table 1). The population slowdown is particularly evident in northern New England, where it reflects slower growth in the foreign-born population. The working-age population in the nation as a whole, in

contrast, is projected to grow by 11.3 percent in the coming decade.

At the same time, the region's population will shift to include a greater share of minority and immigrant groups, particularly in the southern part of the region. Over the coming decade, the share of New England's labor force that is non-Hispanic white is projected to fall by 8.2 percentage points (see Table 2). Among the region's minority populations, the share of Hispanic workers will see the largest increase: 4.3 percentage points. These shifts will be even greater in southern New England, where the foreign-born population is projected to grow more rapidly.

The changing composition of the region's population will put downward pressure on New England's education distribution. This is because cohorts of foreign-born and minority groups entering the labor force typically have lower levels of educational attainment at age 25 years compared with the native white population. However, recent trends show that these groups continue to obtain education and training through age 39, which will help offset the slower educational attainment due to the shifting composition of the labor force. Our projections of future labor supply by skill level reflect both these countervailing forces.

These projections indicate that the

Table 1. Projections of future labor supply indicate that New England's population will stagnate in the coming decade, particularly in the northern part of the region.

Individuals aged 25-64 years

Population (thousands)	Total	Foreign-born	Native
2009 - Actual			
United States	162,475.7	29,669.1	132,806.6
New England	7,829.2	1,345.3	6,484.0
Southern New England	6,043.4	1,231.1	4,812.3
Northern New England	1,785.7	107.0	1,678.7
Growth (percent change)			
2009-2019 - Projected			
United States	11.3	47.5	3.2
New England	2.2	31.9	-4.0
Southern New England	2.9	33.1	-4.8
Northern New England	1.3	20.7	0.1

Source: Authors' calculations based on data from the 2006-2008 combined American Community Survey.

Note: Supply projections are made by using a cohort-component model which ages the current population (as of 2009) over time. Calculations are made for individuals aged 25 to 64 years broken down by 5-year age cohorts, nativity, gender, and race/ethnicity.

changing composition of the population will slow the rate of skill acquisition in New England, particularly among middle-skill individuals. By 2019, the share of individuals who have completed an associate's degree is projected to decrease slightly, even though the share of individuals with some college is projected to increase. That is because completion rates at the associate's degree level are extremely low, and have improved little over the past decade. So even if more high school graduates attend community college, the percentage of the population that completes a degree rises by much less.

How will the skill levels of future labor force participants stack up against those that firms need over the next decade? Projections of demand for middle-skill workers similarly reflect two forces at work in the labor market. The first is changes in demand related to job growth *across* occupations, as the economy continues to shift away from manufacturing and production toward professional service and technology sectors. The second is rising demand for skilled workers *within* occupations, reflecting technological changes that favor workers with postsecondary education who can perform non-routine cognitive tasks.

According to our projections, these trends mean that future demand for middle-skill la-

bor in New England will continue to outpace supply, with a shortfall among workers with either some college education or an associate's degree (see Figure 2). Combined, these two categories of workers will account for roughly 27 percent of New England's labor force, yet middle-skill jobs will account for about 31 percent of the region's economy—leaving a 4 percentage point gap by 2019. To fill this gap, the *number* of middle-skill workers in the region would need to grow by nearly 30 percent over the coming decade.

How will New England close the middle-skill gap? Although the labor market will adjust somewhat over the next decade, our projections indicate that the gap is likely to persist in the absence of any policy response. For example, as the demand for middle-skill workers outpaces supply, it is likely that their wages will rise relative to those with less education. In response, individuals just entering the workforce may obtain more education and training. Or younger middle-skill workers may migrate into the region, and older middle-skill workers may delay retirement.

Yet workers in the middle of the skills distribution have fewer resources and are less mobile than workers at the top. Thus, even after we adjust for these market responses, our projections indicate that the supply of middle-

Table 2. New England's population will shift to include a greater share of minority and immigrant groups, particularly in the southern part of the region.

Individuals aged 25-64 years

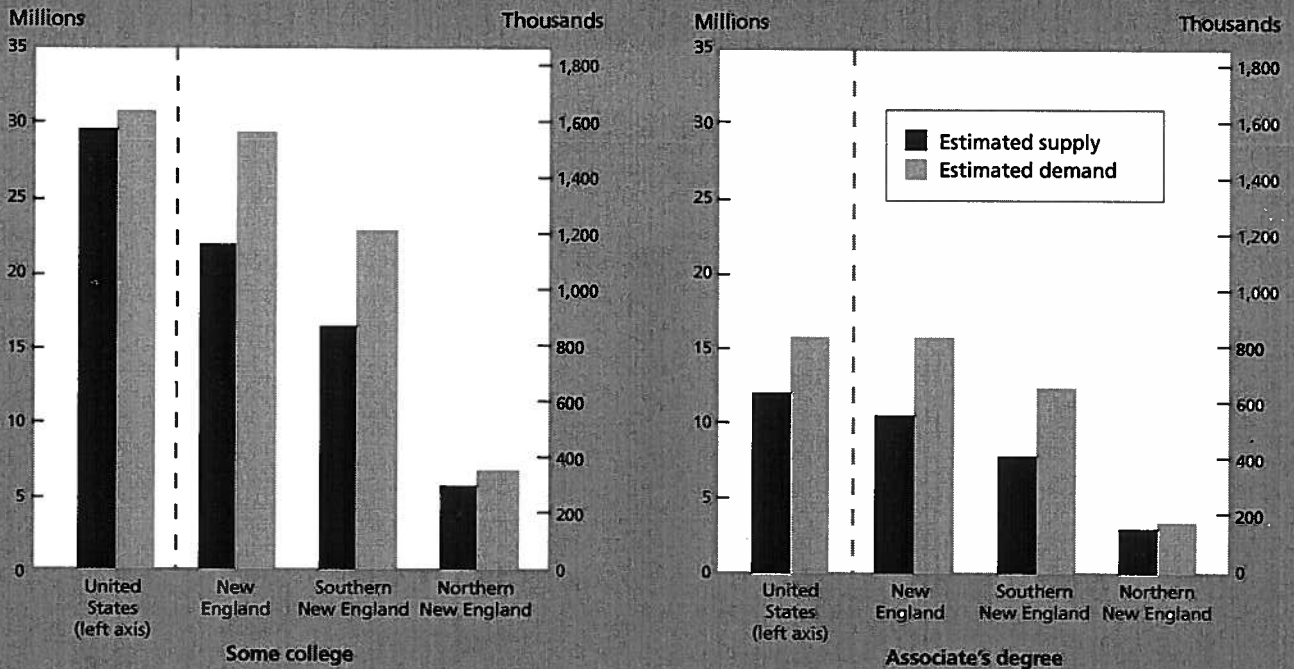
Racial/ethnic share as a percent of population	White	African-American	Hispanic	Asian	Other
2009 - Actual					
United States	66.8	12.0	14.4	5.0	1.8
New England	82.1	5.4	7.6	3.9	1.0
Southern New England	78.3	6.7	9.3	4.7	1.0
Northern New England	94.9	0.9	1.7	1.4	1.1
2019 - Projected					
United States	58.2	13.0	20.2	6.4	2.3
New England	73.9	7.0	11.9	5.7	1.6
Southern New England	68.7	8.5	14.5	6.7	1.6
Northern New England	91.4	1.6	3.0	2.1	2.0

Source: Authors' calculations based on data from the 2006-2008 combined American Community Survey.

Note: Supply projections are made by using a cohort-component model which ages the current population (as of 2009) over time. Calculations are made for individuals aged 25 to 64 years broken down by 5-year age cohorts, nativity, gender, and race/ethnicity.

Figure 2. The number of workers in New England is projected to fall short of demand, but the nature of the shortfall varies across the region.

Number of labor force participants aged 25-64 years, 2019



Source: Supply projections are the authors' calculations based on a cohort component model applied to data from the 2006-2008 combined American Community Survey. Demand projections are the authors' calculations based on projected employment growth for 2008-2018 by the U.S. Bureau of Labor Statistics.

skill workers will still fall short of demand. For example, net migration of middle-skill workers into the region would need to increase by approximately 70,000 individuals per year over the next decade—yet New England typically experiences net outmigration in most years.

The nature of the mismatch varies within the region, suggesting different public policy responses

Although the imbalance between supply and demand in the middle-skill labor market extends to both northern and southern New England, the nature of the mismatch differs across the two subregions. Any potential policy responses to closing the middle-skills gap are therefore likely to differ across the two areas. Indeed, states may look to neighbors in their subregion for policy solutions they may want to adopt.

The shortfall of middle-skill workers in northern New England largely reflects slowing population growth. Our projections show that the number of working-age individuals in

northern states is expected to stagnate, growing by only 1.3 percent from 2009 to 2019 (see Table 1). The number of native-born individuals is likely to remain virtually unchanged over this period, while the number of foreign-born individuals starts from a low base and is likely to grow at less than half the national rate.

In southern New England, the labor market mismatch stems less from a shortage in the *number* of workers and more from a lack of the *right mix of skills* among workers. The overall number of individuals is projected to increase by 2.9 percent, due to rapid growth among the foreign-born population. As a result, southern New England will experience a greater shift in the composition of its population than the north, with the share of working-age individuals who are white falling by 9.6 percentage points (see Table 2). This shift is projected to lead to slower skill acquisition in southern New England, such that the share of individuals with an associate's degree will decrease slightly while increasing in the northern part of the region.

Because the nature of the middle-skill mismatch varies within the region, the role of public policy in addressing these labor market imbalances will differ between northern and southern New England. Given northern New England's projected population slowdown, policymakers in these states have focused on attracting and retaining skilled workers.

For example, New Hampshire's 55% Initiative has created a marketing campaign to help ensure that students do not leave the state owing to a lack of information about job opportunities and quality of life. Similarly, Maine's Opportunity Tax Credit seeks to boost college attendance, degree completion,

While there are a variety of initiatives designed to enhance education and training, little is known about their effectiveness.

and retention of college graduates by allowing recipients of associate's or bachelor's degrees who stay in the state after graduating to claim a tax credit for payments on student loans for up to 10 years.

While both initiatives have the potential to increase retention, it has been difficult to measure how many individuals are aware of these incentives, and whether they have been a factor in decisions to remain in the state. For example, in tax year 2009, only 35 individuals in Maine claimed the credit, at a total cost to the state of \$7,556.

In southern New England, policymakers have focused on improving education and training, to alleviate the skills mismatch within categories of middle-skill jobs that are expanding. For example, the Middle Skills Solution Act, recently filed in the Massachusetts legislature, aims to bolster communication between educational institutions and firms that hire middle-skill workers. By creating "regional skills academies" composed of employers, community colleges, and other training providers, the legislation aims to better align curricula with employer needs, speed up the attainment of credentials, and ultimately increase the number of adults with middle-skill training.

The Career Ready Certificate program may be one example of such a program already in action. Created two years ago through

a partnership between the Community College of Vermont, the state Department of Labor, and the state Agency of Commerce and Community Development, the program is designed to train workers to industry-specific national standards to fill jobs in high demand by Vermont employers. Some 600 people have enrolled in the program in the past two years, with roughly 80 percent earning a national Career Readiness Certificate. Classes are free, and program administrators anticipate that roughly 200 individuals will enroll in 2011, at a cost of roughly \$200,000 in state funding.

Despite these efforts, ensuring further gains in educational attainment among middle-skill workers often requires helping them overcome a number of challenges, such as by providing financial aid and boosting college readiness. Among two-year college students, roughly 40 percent are above the traditional college-going age (18 to 24); more than half are employed and attend school part-time; and upwards of 40 percent enroll in a remedial course at some point.

States are experimenting with practices designed to improve college access and graduation rates. For example, Florida's College Placement Test determines whether students need more preparation before college, and allows them to take remedial courses while still in high school. Another example is the Student Emergency Assistance Fund established by Bunker Hill Community College in Massachusetts. From January to June 2009, the college made grants totaling \$63,000 to 87 students, including \$75 to replace a lost monthly transit pass, \$428 to replace books and supplies in a stolen book bag, and \$700 for car repairs for a student with disabilities.

Yet while state policymakers and educators can consider a variety of initiatives designed to enhance education and training, little is known about their effectiveness. To determine which practices are the most promising, the Obama administration has announced that it will provide \$2 billion in competitive grants to community colleges, under the Trade Adjustment Assistance Community College and Career Training Grant Program. States and institutions can submit proposals to expand and improve their ability to deliver education and career-training programs across an entire community, region, state, or industry sector.

This initiative will certainly encourage innovation, and could improve labor market

outcomes in a given area. However, federal policymakers should tie such support to rigorous requirements for evaluation, to determine which strategies work and are cost-effective. Armed with such information, policymakers should then provide both adequate funding and more incentives for community colleges to implement successful models on a scale that expands education and training in their regions. Integrating innovations at community colleges into each state's workforce development system is also a promising strategy for alleviating the middle-skills gap—in New England and beyond.

This policy brief is based on NEPPC Research Report 10-2: *Mismatch in the Labor Market: Measuring the Supply of and Demand for Skilled Labor in New England*. The full report is available on the New England Public Policy Center's website.
<http://www.bostonfed/neppe>

Jobs Creation Commission
One Ashburton Place, Ashburton Café Conference Room
July 27, 2011
10:00 a.m. – 12:00 p.m.

Commissioners in Attendance:

- Representative Joseph Wagner, Chair
- Craig Stepno, Director of Policy and Outreach, Office of State Treasurer Steve Grossman
- Dr. Alan Clayton-Matthews, School of Public Policy and Urban Affairs, Department of Economics, Northeastern University
- Aaron Tanaka, Executive Director, Boston Workers Alliance
- Cheryl Luisser-Poppe, Director of Veterans' Programs and Services, Department of Veterans Services
- George Moriarty, Director, Department of Career Services, Executive Office of Labor and Workforce Development – for Jennifer James Price, Undersecretary of Workforce Development
- Marissa Cole, Deputy Chief of Staff, Executive Office of Education
- Jennifer McNamara, for Richard Ross, State Senator

Other Attendees:

- Emily Fitzmaurice and Michael Wright, Office of Senator Karen Spilka
- Laurie Taymor-Berry, Survivors, Inc.
- Jim Stanton, The Technology Initiative, Metro South/West Regional Employment Board
- Ryan Coyne and Andrew Keegan, Office of Representative Joseph Wagner

Meeting Summary:

Announcement by Meeting Chair, Representative Wagner

- The vote to adopt the minutes from the June 2011 meeting was postponed until the next time the full commission meets (Quorum was not met.)

Ted Bauer: Massachusetts Manufacturing in the Global Economy Presentation

- Manager of Workforce Development Programs Mass Manufacturing Extension Partnership (MassMEP)
- Also in attendance: Leslie Parady, Project Manager, MassMEP

Ted Bauer gave a presentation on “Massachusetts Marketing in the Global Economy” and the current state of manufacturing in Massachusetts and the United States. Bauer told the group that manufacturing is not an industry of the past, as many believe it to be. Their group’s objective is to add perspective and opportunities in the manufacturing industry and teach the public more about the industry and combat any negative ideas that people have about this type of work.

While manufacturing jobs are less abundant than they were 15 to 20 years ago, manufacturing output has been increasing over this time. Between 2000 and 2008, manufacturing output increased by 43%, showing that this is a robust sector of the economy. The sector does – and is

expected to continue to – produce jobs. In Massachusetts, output per worker has gone up drastically, with worker productivity growing four times faster than all other sectors in the state.

Mr. Bauer told the commission that in Massachusetts, manufacturing is the fourth largest employer – more than hotels and restaurants combined – and the average wage is higher than the state average wage. Manufacturing is a different industry than it was twenty years ago – it is high-tech, cutting-edge, and a better environment than it was.

Mr. Bauer told the group about the new focus on technology and the shift seen in the manufacturing base. Because most of these companies are small companies, they tend to struggle to find people with the correct skills. Most of these positions require certain technical skills and these small companies do not have the time or resources to teach the skills on the job; they rely on the education system.

Mr. Bauer then discussed that the problem is not that these companies cannot find business or sales – it's that they cannot find the employees to work effectively. He also spoke about the role the education system plays in this problem. He noted that we currently have an aging workforce and we will need to replace 100,000 workers in the next ten years, when the baby boomer generation retires. So, he stressed the need to begin to “market” this industry as a profitable one to develop programs to adequately train students for these positions.

Mr. Bauer cited an independent survey conducted of 685 MassMEP clients. (There are seven-thousand manufacturing companies across the state.) These clients reported that between 2005 and 2010 they created almost six-thousand and they saved \$172 million on training. He also told the group that in the past three to five years, MassMEP has seen sixty-seven percent reductions in funding from the state resulting in a thirty-percent reduction in staff and the inability to connect with as many companies as they otherwise could.

Ted Bauer and **Leslie Parady** addressed the following topics in response to questions from Commissioners:

- **Workforce Training Impact:** **Leslie Parady** told the group that the problem is that the demand for particular types of workforce training does not fill a classroom. Instead, it is generally only one or two people from a company that need skills at a particular moment in time. MassMEP is looking to build a pipeline of students and workers that will need similar training. MassMEP is in discussions with companies about developing workforce training programs in vocational high schools so that entering employees are trained appropriately and do not need additional training.
- **Regulatory Tax Impact:** **Ted Bauer** told the group that there are always ways for companies to overcome tax barriers and since our state has a reasonably good business environment that is manufacturing friendly, there are no regulatory or tax impacts in Massachusetts that are so unique as to be detrimental to doing business here.
- **Time Needed for Training:** **Ted Bauer** told the group that there is no one-size-fits-all model for training our students in manufacturing and the time needed varies as well. **Leslie Parady** followed up the response by telling the group that many companies are looking to hire tomorrow, not four years from now. Currently, the MassMEP has the

training program to accelerate the process. Accelerated training was provided to a group of homeless veterans for Smith and Wesson in early 2010. All are still employed at the company.

- **Employees with CORI: Leslie Parady** discussed the ability to train anyone who is willing to learn but placement depends on the company and may be more difficult for an individual with a CORI.

Discussion of Next Meetings:

- The Commission discussed meeting again in September and the need to ensure there are enough Commissioners present for a quorum.
- The next meeting will be the last Wednesday of September (September 28th)

Documents Distributed:

- Meeting Summary from May and June Full Commission Meetings
- Copies of documents distributed at June Meeting
- Minutes from May Subcommittee Meeting
- *Massachusetts Manufacturing in the Global Economy* - Power Point presentation
- MassMEP Workforce Manufacturing Skills Training & Placement Summary, chart
- MassMEP informational flyer
- MassMEP Workforce Development Solutions flyer with course offerings
- *Industry Shifts – Redefining Manufacturers* by Jack Healy, MassMEP Next Generation Manufacturing Newslane
- *The Great Jobs Mismatch* by Jack Healy, MassMEP Next Generation Manufacturing Newslane



Growth Based Systems for Next Generation Manufacturers

MassMEP is your premiere resource to achieve profitable growth.

Only a fraction of American Manufacturers have achieved the world-class performance that dictates what it will take to survive and grow over the coming years. Many are at risk because they are not at or near world-class in any of the attributes necessary to become a **Next Generation Manufacturer**.

Are you prepared for the next step?

What We Do

Utilizing a strategic approach, MassMEP transforms your organization and works with your company to develop and implement a sustainable roadmap that is equipped to meet the demands of today's manufacturer. Our objective is to impact your company's top and bottom line.

What Our Clients are Saying -

"20-25% of our customers' business has been lost to China. That is a reality for most businesses in this global economy. What makes it different for us is that without Lean, it would have been much higher for our industry."

*Neil McDonough, President
FLEXcon Company Inc*

Impact reported by MassMEP clients since 2006 based on their work with MassMEP¹:

5926	Created and Retained Jobs
\$576.4 M	Increased and Retained Sales
\$161.1 M	Spent on New Investments
\$172.1 M	Experienced in Cost Savings

***On Average, our clients receive a
\$35 return for every
\$1 invested in training!***

Next Generation Manufacturer (NGM) and MassMEP Programs

- NGM are lean, agile and embrace **Systemic Continuous Improvement**.
- NGM are highly skilled and have an engaged workforce that embraces **Advanced Talent Management** principles.
- NGM use **Customer-Focused Innovation** as a competitive advantage.
- NGM are energy and environmentally conscious and proactively manage **Sustainable (Green) Products and Processes** as part of their strategic plan.
- NGM are **Global in Scope** to tap fast-growing overseas markets and are proactive in developing open **Supplier Partnerships** that will help them to get there.

What Our Clients are Saying -

"Mass MEP introduced us to the right people and in return met and exceeded all of our expectations. Directly as a result of MEP's funding and introductions, we secured venture capital to manufacture wind turbines in Massachusetts. Mass MEP has been an essential component in our growth; we would like to see their group grow. I look forward to collaborating with them further."

*Says Stanley Kowalski III, Founder,
FloDesign Wind Turbine Corp.*

Contact us now and create your own success story!

100 Grove Street * Suite 108 * Worcester, MA * 01605 * 508-831-7020 * www.massmep.org

1. No client is surveyed more than once in a 12 month period. Data is from 20 Quarterly Surveys, which were conducted from January 2006 – November 2010. Clients are asked about impacts experienced over the past year.
February 2011

MassMEP Workforce Manufacturing Skills Training & Placement Summary

DoL High Growth Industry Grant (2005 - 2007)

Trained	Placed	% Placed	Ave. Wage
118	106	90%	\$10.98

Workforce Competitiveness Trust Fund Grant (2007 - 2009)

Trained	Placed	% Placed	Ave. Wage
95	74	78%	\$12.69

DoL STEM Grant (2008 - Present)*

Trained	Placed	% Placed	Ave. Wage
108	82	76%	\$15.69

WPI/WTHS Collaborative (2009 - Present)*

Trained	Placed	% Placed	Ave. Wage
53	46	87%	\$17.63

MOST ME Earmark

Trained	Placed	% Placed	Ave. Wage
42	40	95%	\$14.76

363 Total Trained (WPI not included)
 302 Total Placed
 83% Overall Placement %
 190 Pre-apprentice certificates
 16 Full apprentices

* placement ongoing

Rev. 7/26/2011

Massachusetts Manufacturing in the Global Economy



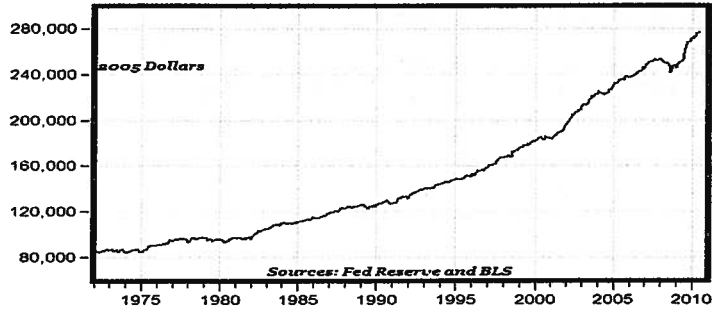
Massachusetts Manufacturing Extension Partnership MassMEP

U.S. Manufacturing: Output vs. Jobs January 1972 to June 2010

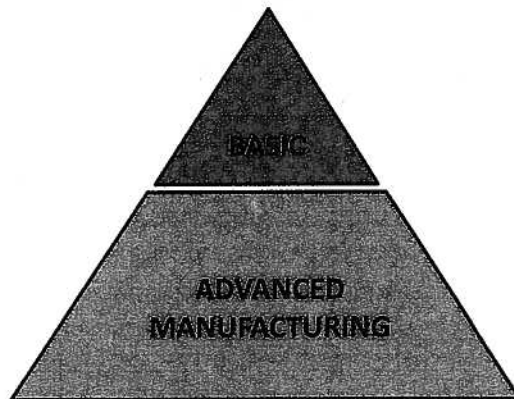


Massachusetts Manufacturing Extension Partnership MassMEP

U.S. Manufacturing Output Per Worker January 1972 to June 2010



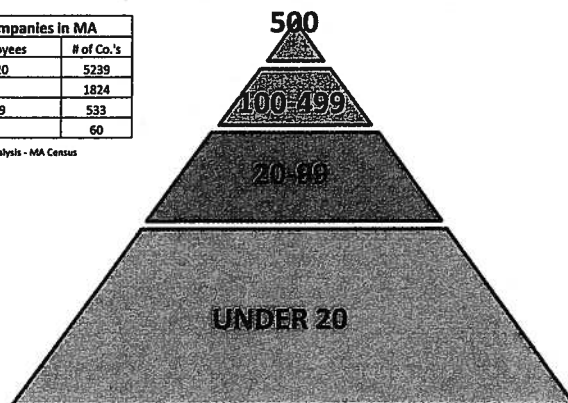
Structure of Manufacturing Jobs



Mass Manufacturers by Employment Size

Manufacturing Companies in MA		
Percent	Size/Employees	# of Co.'s
69	Under 20	5239
24	20-99	1824
8	100-499	533
<1	500+	60

Bureau of Economic Analysis - MA Census



Manufacturing in Massachusetts

- Represents 13.8% of Massachusetts GSP or \$42 billion
- Between 1997 & 2006 MA manufacturing sector GSP increased by 60%
- Massachusetts manufacturers exported \$22 billion worth of goods representing 147,000 jobs
- Average total annual manufacturing wage is \$65,333 - 25% more than the states average of \$52,396
- Fourth largest sector in terms of employment with 299,477 jobs

Source: MA Manufacturing Chartbook, U.S. Chamber of Commerce



Critical Workforce Issues

- Skilled workers are not and will not be readily available to replace the number of workers that will be exiting
- 60% of manufacturing jobs require comprehensive technical skills only 20% of available workforce qualifies
- Companies do not have the necessary capabilities to train and prepare new employees or handle the ever increasing needs



Critical Workforce Issues

- Too many high school students lack reading, writing and STEM skills to meet manufacturing's needs
- Lack of alignment between manufacturer's business needs and training programs
- Biases in education system pushes students towards college over "hands on" careers
- There exists a lack of positive brand to counteract manufacturing's negative image



Appropriately Skilled Employees

- People with specific job related skills
- Degree/ Certification/Job related experience
- Problem solving/critical thinking capability
- Safety knowledge
- Specific skills ie. shop math, programming, inspection, blue print reading, metrology

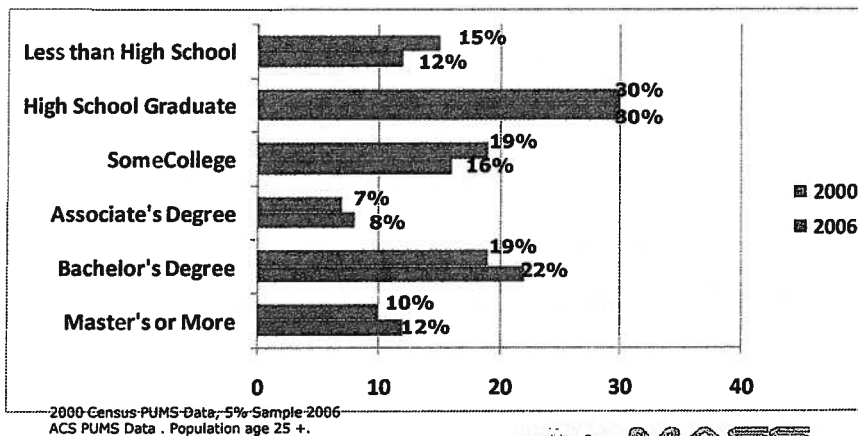


Re-Skilling the Workforce

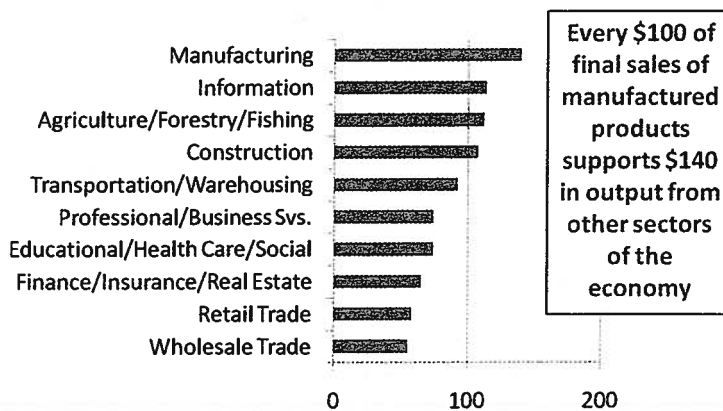
- **Technology is Driving Skills Needs**
 - Manufacturing increasingly relies on technology to compete
 - Our current workforce does not possess enough necessary technical skills to support the needs
- **Current training infrastructure does not meet the high demand for education and training**
 - In the past with large workforces and with slow adaptation of new technology, workers would learn by doing – change came slowly
- **Need to build a system to re-skill workers with technical skills**
 - The system needs to be able to train non-traditional workers
 - The system needs to be able to continuously upgrade skills to keep up with technology improvements



Change in Educational Attainment of MA Manufacturing Industry Workers, 2000-2006



Growth in demand for manufacturing spurs job creation, investment and innovation across other sectors



5 Year Economic Impact Result 2005-2010*

- 685 companies surveyed
- **5,926 jobs created and retained**
- \$576.4M in sales increased and retained
- \$161.1M on new investments
- \$172.1M in cost savings
- For the five years ending Q1 2010 contribution to the gross state product is \$1,257,998,097.

*Q1 2006 - Q3 2010 except for last bullet



Current MassMEP Status

- Decreased state funding has resulted in a staff reduction of 30%
- **Loss of federally funded match due to state budget reduction**
- Providing fewer services due to fewer resources



• **WORKFORCE DEVELOPMENT SOLUTIONS** •
A Solution for Manufacturing's Skills Shortage

TRAIN EMPLOYEES 2X FASTER

Approximately 70% of manufacturing skills are basic and universal to all manufacturing occupations.

Training in these foundational skills prepares the employee for more advanced, job specific training. The employer provides the other 30% of the skills that are required to develop a technically competent employee during on-the-job training (OJT).

By preparing both the trainer and the trainee, the Massachusetts Manufacturing Extension Partnership Workforce Skills Development System can address "foundational skills" needs through Critical Occupational REadiness (CORE) skills training and job specific skill requirements, and assist the employer in the most effective methods for OJT knowledge transfer.



***Improve your business performance
and your bottom line through
effective training.***

*Comprehensive workforce skills solutions that help businesses address workforce skills and competencies.
Multi-focused programs that enable employers to manage critical employee development
needs in critical areas such as:*

- *assessment tool to define workforce development priorities,*
- *foundational skills for new hires,*
- *skills upgrades driven by rapidly changing technologies and organizational change,*
- *knowledge transfer challenges due to the rapidly aging workforce.*

COURSE OFFERINGS

Critical Occupational REadiness (CORE) Skills Training

An intense, focused, comprehensive practical skills, theory, and hand-on curriculum conducted over two consecutive weeks. The curriculum is instructor lead with self paced computer training modules. The curriculum can be customized to meet a specific need. Each module contains a series of tests to measure each student's comprehension of the material. The unique "fast track" training process is designed to produce basically trained employees for manufacturing companies. Total Hours: 80

Basic Manufacturing Skills

This class provides the foundation for more advanced technical skills training. The curriculum includes Shop Math, Blueprinting, and Metrology. Class covers basic math concepts and terms, arithmetic operations, line drawings, special part features and configurations, hands on use of tools and measurement of product parts. *It is recommended that anyone participating in advanced technical training take this foundation/refreshers course prior to enrollment.* Total Hours: 18



Growth Based Solutions for Manufacturers

OJT “Train the Trainer” (TWI: Job Instruction)

Participants learn how to quickly train employees to do the job correctly, safely, and conscientiously. The demands of developing a flexible workforce and training employees require standardized best practices. JI teaches how to effectively breakdown a job and deliver instruction for individual tasks. Developing and delivering training in this structured fashion fosters the conditions for process stability. Benefits experienced when practicing Job Instruction are reduced training time, less scrap and rework, fewer accidents, and increased job satisfaction. Total Hours: 10

Statistical Process Control (SPC)

An introductory course for SPC, the curriculum includes basic statistics and application of statistics for process control: variation, probability, normal distribution curve, standard deviation, control charts, variables. Total Hours: 8

Basic Geometric Dimensioning & Tolerancing (GD&T)

An introductory course for GD&T, the curriculum includes fundamental symbols, rules, concepts, datums, orientation, position, concentricity, symmetry, profile. Total Hours: 8

G & M Programming for Operators

This class includes a variety of situations and functions of the CNC machines to prepare a student to further their education in the programming field. The course covers CNC mill and CNC lathe programming. Each section includes an extensive learning presentation followed by instructor led workbooks which help the student understand the material. Total Hours: 8

Team Involvement Problem Solving (TIPS)

An accelerated skill building workshop that trains participants how to effectively use a structured, team-based approach to eliminate the root cause of costly performance problems. Team exercises challenge participants to apply the TIPS methodology every step of the way to sharpen their teaming skills. Total Hours: 8

Leader Effectiveness Training (L.E.T.)

This workshop teaches Dr. Thomas Gordon’s world-renowned model of human relationships. Participants learn both the basic philosophy underlying this model and, more importantly use the Behavior Window to recognize when and how to use the skills to make it work. Total Hours: 24

Effective Communication & Conflict Resolution Workshop (C.R.W.)

This workshop teaches Dr. Thomas Gordon’s model for resolving conflicts. Participants will learn a proven six-step method of problem solving and develop the communications skills necessary to implement it successfully time and time again. Total Hours: 24

Call Ted Bauer or Leslie Parady at 508.831.7020 for more information or to schedule an on-site visit.

The MassMEP workforce skills development system is designed to assist companies with workforce development challenges, leading to profitable growth.



Phone: 508.831.7020

The Manufacturing Advancement Center

The Voice for Manufacturing

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to the Editor](#)[join mail list](#) | [email an associate](#)**From the Desk of Jack Healy, Viewpoints on the State of Manufacturing**

Industry Shifts – Redefining Manufacturers

The Manufacturers News Inc., publisher of manufacturer's directories since 1012, has compiled its 2010 statics for the New England states that reflected the fallout from the not so great recession of 2009.

Manufacturer's News Inc. - 2009 – 2010 Summary of New England

State	Number of Plants Closed	Percentage of Change	Number of Jobs Lost	Percentage of Change
Conn.	198	3.4%	7,808	3.5%
Maine	145	5.7%	4,821	6.3%
Mass.	284	3.1%	4,717	1.2%
N.H.	125	4.5%	2,266	2.6%
R.I.	107	5.0%	3,459	5.0%
VT.	64	4.0%	1,697	3.3%
Totals US	12,354	3.3%	700,756	4.1%

Increased competition, technology changes, improved productivity, etc. all has an influence on the changes indicated above. Certainly one factor should be realized in that manufacturing in the aggregate has not grown. There are far fewer start up's necessary to replace firms that have gone out of business and there are limited attempts for businesses to reposition themselves and to grow their businesses here.

In a changing world, we still have the majority of enterprises not developing new products, new processes or new customers. We still have many firms who continue to remain homebound ignoring the potential of growing export markets so while most manufacturing enterprises have adapted to their current economic structure by seeking ways to minimize costs, they are doing so without any formal plan to grow their business.

Without such plans for growth we will continue down the path of contraction as we have continued to do so for the past thirty years. While there may be some satisfaction, relative to Massachusetts performance as shown in the above table as compared to the other New England states, it is misplaced. The loss of 284 manufacturing establishments is approximately 50% higher than the average loss trend since 2001. While some of the loss may be rationalized as being low value enterprises subjected to global competition such as textiles, that accounted for 15% of the total enterprises closed since 2001 or printing firms that accounted for 13% of the closed manufacturing establishments since 2001 which have been the casualties of digital technology changes. However the most surprising loss of manufacturing establishments that came in this period came in base manufacturing industries such as electronics, machinery, and fabricated metals, all of which accounted for 43% of plant closing in this period.

With this bad news comes some good news for a change – as noted by Peter Drucker – "The opportunity for innovation occurs when the foundations of industry shift." Well our

foundations have shifted, to the point where the majority of the respondent manufacturers are now looking for new opportunities.

In the just concluded MassMEP survey of 170 manufacturers the respondents indicated that the three biggest challenges facing them were ranked as follows:

- * 71 % ranked – ongoing continuous improvement/cost reduction strategies as their biggest challenges
- * 56% ranked identifying growth opportunities as being their second biggest challenge
- * 54% ranked product innovation/development as being third

These same results were reflected in the NIST/MEP National Survey that had 7,635 manufacturers respond.

The fact that the majority of surveyed manufacturers, both locally and nationally, have elevated the development of new markets and new products as one of their top three business challenges represents a tsunami for future growth.

Manufacturers after the past recession have the available production capacity for new business. Few firms are currently consumed with trying to get their maximum production out the door. In addition, manufacturers looking beyond cost reductions have the available talent to support a revaluation of their product lines. This is especially true when you consider that 36.4% of our nations engineers work in manufacturing and support 70% of the nations industry funded research and development.

If manufacturers are to continue to be key in the development of our country's innovation capability and if manufacturing is to remain the number one sector contributing to the states gross product, we will need the majority of efforts of the surveyed manufacturers at least to be focuses on new markets and new products.

To assist the manufacturers planning for change the MassMEP offers [Tech Scouting](#) a complete consulting service that can provide a real world cost effective analysis of their market opportunities. As outlined, Tech Scouting, provides a process that delivers actionable solutions relevant to the needs of the client. Interested manufacturers can contact [Mike Prior](#) for an assessment relative to the application of Tech Scouting to meet their needs.

For manufacturers interested in possible new product opportunities you can register for the upcoming [Mass Made](#) – reinventing manufacturing in Massachusetts, a one-day workshop on the interface of design and manufacturing.

Have an Opinion?

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From the Desk of Jack Healy, Viewpoints on the State of Manufacturing

The Great Jobs Mismatch

As technology advances, there are demands on industry to do more with less. In addition, an aging workforce has greatly accelerated the demand for higher skilled workers throughout the manufacturing community. The Bureau of Labor Statistics "Job Openings and Labor Turnover Survey" indicated that since 2010 the growth in hiring has not kept pace to job openings. A survey for the National Association of Manufacturers in 2009, near the bottom of the great recession, found that a third of the companies still faced skills shortages.


[Siemens USA President , speaks on the Great Jobs Mismatch](#)

In an effort to address this mismatch, President Obama's "[Skills for America's Future](#)" has been introduced with a goal to produce 500,000 workers for cutting-edge manufacturing jobs. This program is being favorably viewed by many industry leaders as a good first step in addressing the jobs mismatch that has been hobbling a number of industries.

In an article from "American Machinist" magazine, the Association for Manufacturing Technology's (ATM) President Douglas K. Woods welcomed the presidential endorsement. "For more than two years now, ATM has emphasized the crucial role of public-private collaboration between industry, government and schools in meeting the new manufacturing workplace," he stated.

"I hope that the President does not stop here." Mr. Woods said. "More needs to be done to support this country's manufacturers. I would like to see the Administration further expand the role of MEP's (Manufacturing Extension Partnerships local efforts by specific industry groups to extend to extend skills training to their areas) to become the new Manufacturing Innovation Centers, a one-stop resource for manufacturers to grow their business."

The Massachusetts Manufacturing Extension Partnership (MassMEP), recognized as the 2010 Skills Provider of the Year by the Massachusetts Work Force Solutions Group, is well on its way to becoming the one-stop Manufacturing Innovation Center that Mr. Woods desires.

The MassMEP's Mobile Outreach Skills Training (M.O.S.T.®) Program was recently selected to receive Associated Industries of Massachusetts' John Gould Education and Workforce Development Award for 2011. The presentation took place at AIM's 96th Annual Meeting on May 13, 2011, where AIM President and CEO Rick Lord stated that he was pleased to be "honoring the MassMEP, our partner in the AIM Manufacturing Institute and other initiatives, for a program that not only assists our members in the manufacturing sector and creates much needed employment opportunities, but also career awareness and the study of STEM subjects among Massachusetts students."

M.O.S.T.® is an intensive skills training, recruitment, assessment and placement program providing accelerated preparation for entry level production jobs such as

machine operator, assembly and quality inspection. The program is completely customized to the needs of the participating employer, the local area and the type of job candidate being served.

The program begins with in depth screening to meet the requirements of the employer. Employers interview the pre-qualified candidates and make job offers contingent upon successful completion of the initial two-week training process. The M.O.S.T.® program has three phases that include the initial two weeks of intensive training, using a state-of-the-art mobile training unit (MTU), covers shop math, blueprint reading, metrology, lean to green manufacturing, hands on numerically controlled operations and content customized to the employer's needs. Candidates then begin their pre identified job and participate in eight weeks of structured on-the-job-training, followed by a four-month mentorship and retention program. This system has produced remarkable results in terms of completion (98%), placement (95%), and a retention rate of 87%.

Another aspect of the M.O.S.T.® program, recognized by AIM, was the use of the Mobile Training Unit (MTU) to introduce middle and high school students to the possibility of careers in manufacturing. MassMEP has sent its MTU on tour to schools in various parts of the state that introduced over 3,000 students to the job opportunities in manufacturing and demonstrated how science, math, engineering and technology have practical real-world applications.

The MassMEP offers multiple job training programs in addition the M.O.S.T.® program and has currently undertaken a Green Jobs training initiative for the state's Clean Energy Sector in order to assist the growth of the state's newly developing Clean Energy Industry. This flexibility of providing customized training to multiple industries and organizations ensures that the MassMEP will continue to meet many needs as the one-stop resource to support manufacturing growth in our state.



MassMEP's partnering capability was also recognized by the Workforce Solutions Group's 2011 Jobs Summit and honored with their 2011 Workforce Training Partnership of the Year award. Partnerships with the Workforce Boards, the state's Veterans Administration, Community Colleges, WPI, including our business partners, are an essential component to the MassMEP's success and the reason why we have the word "Partnership" in our organization's title.

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